

DECATUR PUBLIC SCHOOL DISTRICT #61
BOARD OF EDUCATION
AGENDA

Regular Meeting
Keil Administration Building
3rd Floor Conference Room
1st Floor Board Room

August 28, 2018
4:30 PM Open Session
Closed Session Immediately Following
6:30 PM Open Session Continuing

Legend: AI = Action Item DI = Discussion Item IO = Information Only

Strategic Plan Mission:

The mission of Decatur Public Schools, the destination district of our community, is to unlock students' unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society through learning experiences distinguished by:

- *commitment to the whole person resulting in student growth and confidence*
- *relevant, innovative, personalized academic pathways that promote passion and pride*
- *a learning environment that fosters curiosity and the thirst for achievement and discovery*
- *a culture of diversity, adaptability, and resilience*
- *meaningful and lasting relationships*
- *extraordinary school and community connections*

The Board of Education Parameters that Guide Our Work:

- We will make decisions in the best interest of all students.
- We will treat all people with dignity and respect.
- We will seek input and collaboration throughout our diverse community.
- We will practice responsible stewardship of all our resources.

IO 1.0 CALL TO ORDER
Roll Call

IO 2.0 CALL FOR EXECUTIVE SESSION
The Board of Education will meet in Closed Executive Session to conduct a student discipline hearing and to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, pending and/or imminent litigation(s) and discussion of collective negotiating matters between the Board and representatives of its employees.

AI 3.0 POSSIBLE APPROVAL OF A STUDENT EXPULSION

IO 4.0 PLEDGE OF ALLEGIANCE

AI 5.0 APPROVAL OF AGENDA, AUGUST 28, 2018

IO 6.0 SPECIAL PRESENTATIONS AND DISTRICT HIGHLIGHTS
DPS Proud Moment – Community Partner

- **Caterpillar Summer Intern Graduates (S5)**

IO 7.0 PUBLIC PARTICIPATION

- Identify oneself and be brief.
- Comments should be limited to 3 minutes.

AI 8.0 CONSENT ITEMS

- A. Minutes: Open/Closed Meetings August 14, 2018
- B. Financial Conditions Report
- C. Treasurer's Report
- D. Dennis Laboratory School Fundraiser (S1)
- E. Reciprocal Reporting Agreement and the Memorandum of Understanding between the Decatur Public School District 61 and the City of Decatur (S5)
- F. Go Math! Resources (S1 and S4)

AI 9.0 ROLL CALL ACTION ITEMS

- A. Personnel Action Items (S4)
- B. Administrators' Contracts (S4)
- C. Employment of a Director of Information Technology
- D. Separation Agreement and Letter
- E. Authorize the Superintendent to Begin the Building Replacement Process by Developing the Plan for Replacement and Submitting the Appropriate Health/Life/Safety Amendments (S2)

IO 10.0 ANNOUNCEMENTS

The Board of Education sends condolences to the family of:

Donald G. "Tattoo Man" Redman, who passed away Thursday, August 16, 2018. Mr. Redman is the father of Gene Redman, Custodial Employee and father-in-law to Jackie Schenkel, retired Custodial Supervisor from Decatur Public Schools.

DI 11.0 BOARD DISCUSSION ITEMS

- A. Board Committee Updates and other Discussion

IO 12.0 IMPORTANT DATES

- September**
 - 03 Labor Day Holiday
 - **No School and District Offices are Closed**
 - 10 Early Learning Program Open House
 - 5:00 PM – 6:30 PM Richland, Southeast and Pershing Sites
 - 12 Half Day of School for Students
 - Contact your home school for dismissal times on student half days
 - 14 First Quarter Mid-term
 - 17 Due date for Immunizations and Physicals in DPS 61
 - 21 Mid-term Distribution
 - 21 EHS Homecoming Game
 - 22 EHS Homecoming

NEXT MEETING

The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, September 11, 2018 in the 1st Floor Board Room at the Keil Administration Building.

13.0 ADJOURNMENT

**DECATUR DISTRICT 61 BOARD OF EDUCATION
REGULAR MEETING MINUTES**

DATE/TIME: August 14, 2018

5:00 PM

LOCATION: Keil Administration Building
3rd Floor Conference Room and
1st Floor Board Room

PRESENT: Dan Oakes, President
Kendall Briscoe
Beth Creighton
Sherri Perkins

Beth Nolan, Vice President
Courtney Carson
Brian Hodges

STAFF: Superintendent Dr. Paul Fregeau, Board Secretary Melissa Bradford, Attorney Brian Braun and others

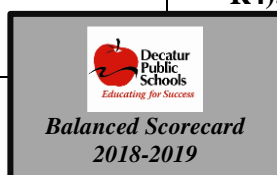
President Oakes called the meeting to order at 5:00 PM.

TOPIC	DISCUSSION	ACTION
Call for Closed Executive Session	President Oakes called the meeting to order and moved into Closed Executive Session to discuss a student discipline matter and to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, pending and/or imminent litigation(s) and discussion of collective negotiating matters between the Board and representatives of its employees, seconded by Mrs. Perkins. Hearing no questions, President Oakes called for a Roll Call Vote: Aye: Oakes, Perkins, Creighton, Briscoe, Carson, Hodges, Nolan Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent	Board moved to Closed Executive Session at 5:00 PM.
Return to Open Session	President Oakes motioned to return to Open Session, seconded by Mrs. Perkins. All were in favor.	Board returned to Open Session at 6:28 PM.
Call for Public Hearing – Tentative Budget for Macon-Piatt Special Education	President Oakes opened the Public Hearing at 6:32 PM and noted for the Board and public that the hearing was to give an opportunity to the public and Board Members to present any written or oral testimony and/or comments on the subject of the Tentative Budget for Macon-Piatt Special Education for the Fiscal Year beginning July 1, 2018 and ending June 30, 2019. The Board of Education had a tentative form of this budget prepared by the Business Office and the Board Secretary has made the same conveniently available to the public for inspection for the last 30 days prior to tonight's action. President Oakes asked if any written comments had been received or if anyone wanted to present written comments. None had been received and none were presented.	Public Hearing was held from 6:32 – 6:35 PM.

TOPIC	DISCUSSION	ACTION
	President Oakes asked if anyone wished to speak on this subject and no one requested to speak, including Board members.	
	President Oakes noted that he had given an opportunity for public participation, oral and written testimony, and then declared the public hearing closed at 6:35 PM.	
Open Session Continued	President Oakes noted that the Board of Education had been in Closed Executive Session to discuss a student discipline matter and to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, pending and/or imminent litigation(s) and discussion of collective negotiating matters between the Board and representatives of its employees. No action was taken during Closed Executive Session.	
Pledge of Allegiance	President Oakes led the Pledge of Allegiance.	
Approval of Agenda, August 14, 2018	Superintendent Fregeau recommended the Board approve the August 14, 2018 Open Session Board Meeting agenda as presented. Mrs. Creighton moved to approve the recommendation, seconded by Mrs. Briscoe. All were in favor.	Agenda was approved as presented.
Public Participation	President Oakes noted that during Public Participation, the Board of Education asked for the following: <ul style="list-style-type: none"> • Identify oneself and be brief • Comments should be limited to 3 minutes Ingrid Smith, Community Member, spoke to the Board regarding her research on a parent advocacy group and the disparity of student suspensions and expulsions. She also spoke on the July 27, 2018 Herald & Review (H&R) article regarding Decatur Public School District 61 data received by the Illinois State Board of Education (ISBE) on discipline. Mrs. Ingrid asked if there was going to be any discussion on any of the following as it related to the H&R article: <ol style="list-style-type: none"> 1) Did the District send in the racial background? 2) If not, why? 3) Has there been any discussion in reference to the disparity issues? 4) What actions are being put in place regarding the disparity? 	Information only.
Student Ambassadors	President Oakes introduced the Student Ambassadors that attended the Open Session Board meeting. They were Londarius Hayes, Junior at Eisenhower High School, and Alison McCrady, Senior at MacArthur High School.	Information only.
Consent Items	Superintendent Fregeau recommended the Board approve the Consent Items as presented, which included: <ol style="list-style-type: none"> A. Minutes: Open/Closed Meetings July 24, 2018 and Special Open/Closed Meetings August 06, 2018 	Motion carried. The Consent Items were

TOPIC	DISCUSSION	ACTION
	<p>B. Bills</p> <p>C. Freedom of Information Report</p> <p>D. Community Benefit Garden Agreement between Decatur Public School District 61 and St. Mary's Hospital</p> <p>E. Resolution: Surplus of District Assets to the Regional Office of Education</p> <p>F. Approval of the Mediation Settlement Agreement regarding the High Schools' HVAC Systems</p> <p>Mr. Hodges moved to approve the recommendation, seconded by Mrs. Briscoe. Hearing no further discussion, President Oakes called for a Roll Call Vote: Aye: Perkins, Hodges, Briscoe, Creighton, Oakes, Nolan, Carson Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p> <p>Deanne Hillman, Director of Human Resources, introduced Dr. Fred Bouchard, Stacy Witts, Matthew Fraas, Arthur Byczynski and Ashely Grayned. These administrators were approved for hire during a previous Board of Education meeting.</p>	<p>approved as presented.</p>
Personnel Action Items	<p>Superintendent Fregeau recommended the Board approve the Personnel Action Items listed in the Memo from Deanne Hillman, Director of Human Resources, as presented.</p> <p>Mrs. Creighton moved to approve the recommendation, seconded by Mrs. Perkins. Hearing no further discussion, President Oakes called for a Roll Call Vote: Aye: Nolan, Perkins, Briscoe, Creighton, Oakes, Carson, Hodges Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. The Personnel Action Items were approved as presented.</p>
Supt. of Schools Five-year Contract	<p>President Dan Oakes recommended the Board approve the Superintendent of Schools Dr. Paul Fregeau five-year contract as presented.</p> <p>Mrs. Perkins moved to approve the recommendation, seconded by Vice President Nolan. Hearing no discussion, President Oakes called for a Roll Call Vote: Aye: Hodges, Oakes, Perkins, Carson, Briscoe, Nolan, Creighton Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. Supt. of Schools five-year contract was approved as presented.</p>
Supt. of Schools 2018-2019 Balanced Scorecard for DPS 61	<p>Superintendent Fregeau recommended the Board approve the 2018-2019 Balanced Scorecard for Decatur Public School District 61 as presented.</p> <p>Mrs. Perkins moved to approve the recommendation, seconded by Mrs. Creighton.</p> <p>Superintendent Fregeau shared information and aligned the 2018-2019 Balanced Scorecard for Decatur Public School District 61 with the Strategic Plan.</p>	<p>Motion carried. 2018-2019 Balanced Scorecard for DPS 61 was approved as presented.</p>

TOPIC	DISCUSSION	ACTION
Supt. of Schools 2018-2019 Balanced Scorecard for DPS 61 Continued	<p><u>Students</u></p> <ul style="list-style-type: none"> • Deploy a district-wide, “whole-student” approach that improves academic and social outcomes in the learning environment (S1-R4). • Establish an environment to ensure the safety of all students (S2-R3). • Implement re-designing of middle school education (S1). • Redesign the Alternative Ed Program (S1). 	<p><u>Staff</u></p> <ul style="list-style-type: none"> • Implement plan to improve customer service at all levels of the organization (S4). • Identify and deploy a universal Social and Emotional Learning screening tool district-wide (S3-R1). • Establish a mandatory Principal Leadership Institute for all current Principals and aspiring Principals (S4-R4).
	<p><u>Community</u></p> <ul style="list-style-type: none"> • Implement initial phases of the Master Communication Plan. * • Cultivate Community Partnerships at the individual building level (S5-R2). • Ensure advocacy for the District’s priorities at City, County, State, and Federal levels. * 	<p><u>Finance</u></p> <ul style="list-style-type: none"> • Pursue new revenue streams that support the work of the District. * • Plan funding for initiatives identified in the Technology Audit. * • Develop Funding Plan for facility improvements. *



Superintendent Fregeau thanked the community for their hard work in developing the five-year Strategic Plan. Measurements pertaining to progress versus no progress will be forthcoming.

The Scorecard will be published in every building with further conversations on achievements pertaining to certain quadrants.

The Student Ambassadors would like to make sure it was communicated to the community and building teachers as well. Superintendent Fregeau noted that the message will be consistent even at the student level.

Mrs. Perkins noted that there was a lot more going on in the District too.

Superintendent Fregeau asked if there were any community organizations that would like for him to speak regarding the District’s plan, please contact Maria Robertson, Director of Community Engagement, 217 362-3017 or mrobertson@dps61.org.

TOPIC	DISCUSSION	ACTION
	Hearing no discussion, President Oakes called for a Roll Call Vote: Aye: Oakes, Nolan, Perkins, Briscoe, Creighton, Hodges, Carson Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent	
Supt. of Schools Rubric Evaluation Tool	President Dan Oakes recommended the Board approve the Superintendent of Schools Rubric Evaluation Tool as presented. Mrs. Creighton moved to approve the recommendation, seconded Mrs. Briscoe. Hearing no discussion, President Oakes called for a Roll Call Vote: Aye: Carson, Nolan, Briscoe, Creighton, Oakes, Hodges, Perkins Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent	Motion carried. Supt. of Schools Rubric Evaluation Tool was approved as presented.
Interim Director of Technology	Superintendent Fregeau recommended the Board approve the employment of Scott Davidson at a daily rate of \$100.00 in addition to his regular pay as the Interim Director of Information Technology in the Department of Information Technology on a day to day basis, effective July 30, 2018. Mr. Hodges moved to approve the recommendation, seconded by Mrs. Briscoe. Hearing no discussion, President Oakes called for a Roll Call Vote: Aye: Briscoe, Nolan, Perkins, Creighton, Oakes, Hodges, Carson Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent	Motion carried. Interim Director of Technology was approved as presented.
Interim Principal at Dennis Lab School	Superintendent Fregeau recommended the Board approve the employment of Paul Ranstead at a daily rate of \$100.00 in addition to his regular pay as the Interim Principal at Dennis Lab School on a day to day basis, effective August 07, 2018. Mrs. Creighton moved to approve the recommendation, seconded by Mrs. Briscoe. Hearing no discussion, President Oakes called for a Roll Call Vote: Aye: Perkins, Hodges, Briscoe, Creighton, Oakes, Nolan, Carson Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent	Motion carried. Interim Principal at Dennis Lab School was approved as presented.
FY19 Budget for Macon-Piatt Special Education	Superintendent Fregeau recommended the Board adopt the Resolution for the FY2018-2019 Macon Piatt Special Education District Budget as presented. Mrs. Briscoe moved to approve the recommendation, seconded by Mrs. Creighton. Hearing no discussion, President Oakes called for a Roll Call Vote: Aye: Creighton, Nolan, Perkins, Briscoe, Oakes, Carson, Hodges Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent	Motion carried. Resolution to Adopt the FY18 MPSED Budget was approved as presented.

TOPIC	DISCUSSION	ACTION
FY19 Decatur Public School District 61 Tentative Budget	<p>Superintendent Fregeau recommended the Board approve the FY2018-2019 Decatur Public School District 61 Tentative Budget as presented.</p> <p>Mrs. Creighton moved to approve the recommendation, seconded by Mrs. Briscoe.</p> <p>Dr. Todd Covault, Chief Operational Officer, presented information on this item. This was not a “balanced budget” based on Operations Funds (Education, Operations/Maintenance, Transportation and Working Cash) and at this time, a reduction plan was not required.</p> <p>Vice President Nolan requested the following:</p> <ul style="list-style-type: none"> • How would each of the items from the 2018-2019 Balanced Scorecard, which align with the Strategic Plan, be measured? • Evidence from Executive Cabinet that the District has moved forward according to the Strategic Plan. • An increase in the budget each year for communication as it relates to the Strategic Plan. <p>Mrs. Briscoe noted that the District has permission to stop doing some things.</p> <p>Vice President Nolan noted that the facilities need to be addressed for sustainability reasons as it relates to identifying those that should possibly be closed and/or consolidated. Administration has to submit to the Illinois State Board of Education (ISBE) in order to start any building process.</p> <p>Dr. Covault noted that Districts need to align their expenditures and revenues; either grow revenues or eliminate some expenditures. The state was in the midst of correcting tax payments to Districts.</p> <p>Dr. Todd Covault noted that the latest date to amend the budget was June 30th and the first (tentative) budget must be adopted by September 30th.</p> <p>The final budget will be recommended at the September 25, 2018 Board meeting.</p> <p>Hearing no discussion, President Oakes called for a Roll Call Vote: Aye: Oakes, Briscoe, Perkins, Nolan, Creighton, Hodges, Carson Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion Carried. The FY19 DPS 61 Tentative Budget was approved as presented.</p>
Set Public Hearing Date	<p>President Oakes asked for a motion from the Board of Education to Set the Public Hearing date for the FY2018-2019 Decatur Public School District 61 Tentative Budget for 6:30 PM on Tuesday, September 25, 2018 in the 1st Floor Board Room.</p> <p>Mrs. Perkins moved, seconded by Mrs. Briscoe. All were in favor.</p>	<p>Public Hearing was set for September 25, 2018 as presented.</p>

TOPIC	DISCUSSION	ACTION
Supt's Reports	Assistant Superintendent Bobbi Williams, Principal Sarah Knuppel and Assessment Administrator Anthony Mansur presented information regarding the PreK programs (see attached presentation).	Information only.
PreK Programs	<p>Approximately 40% of children do not attend a center before they start kindergarten; these students are generally in their homes.</p> <p>Additional professional development could be offered to daycare providers.</p> <p>Funds may have to be reallocated in order to align with some of the Strategic Plan strategies.</p> <p>Southeast is not meeting the charge of being a “destination District” with prek currently in the building; the environment is very different.</p>	
Year End Report on 2017-2018 Balanced Scorecard	<p>Superintendent Fregeau presented the 2017-2018 Balanced Scorecard Year-end Report (see attached presentation).</p> <p>Superintendent Fregeau introduced the District Ambassador t-shirts and asked for recommendations to be sent to Maria Robertson, Director of Community Engagement, 217 362-3017 or mrobertson@dps61.org and/or submit online.</p>	Information only.
Board Discussion Items	<p><u>Board Committee Updates</u></p> <p>Vice President Nolan noted that there was a Finance Committee meeting and upcoming, there will be a recommendation for the updates to the Administrators handbook soon.</p> <p><u>Board Discussion</u></p> <p>At the end of each School Spotlight presentation during the 2017-2018 school year, building principals submitted a building wish for their particular building. The Board Members and Administration had the status of each wish and began discussion. As facility decisions are made, the list will be revisited. Also, some items deal with negotiations and/or have to be negotiated.</p> <p>The School Spotlights may need to be revamped in order to align with the Strategic Plan along with academic data.</p>	Information only.
Announcements	<p>The Board of Education sends condolences to the families of:</p> <p>Robert Magruder, who passed away Saturday, July 21, 2018. Mr. Magruder was the father of Robin Colby, School Nurse at Eisenhower High School.</p> <p>Judith Ann Hartley, who passed away Tuesday, July 24, 2018. Mrs. Hartley was a retired Elementary School Teacher from Decatur Public Schools.</p>	Information only.

____ TOPIC _____	____ DISCUSSION _____	____ ACTION _____
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Thomas Leon Jones, who passed away Sunday, July 29, 2018. Mr. Jones was the father of Barbara Scarlett, Teacher at Garfield Montessori Magnet School and grandfather of Heather Scarlett, Teaching Assistant at Enterprise Elementary/Montessori Magnet School.

Michael T. Setina, who passed away Monday, July 30, 2018. Mr. Setina was a retired History Teacher from Decatur Public Schools.

Ethan Kitchens, who passed away Friday, August 03, 2018. Ethan was a former student at Parsons Elementary School.

**Important
Dates**

<u>August</u>	14 Teacher Work Day and Elementary and K-8 Schools Open Houses	
	15 First Day of Student Attendance for the 2018-2019 School Year	Information only.
	20 Middle School Open Houses	
	22 Intra-Governmental Joint Meeting with the City of Decatur, Decatur Public School District 61 and the Decatur Park District	
	– 5:30 PM to 7:30 PM	
	– Banquet Room 302-A in the University Commons at Millikin University	
	27 High School Open Houses	

Please contact your home school for additional Open House information

NEXT MEETING

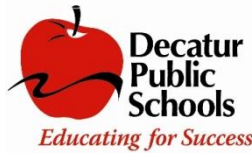
The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, August 28, 2018, in the 1st Floor Board Room at the Keil Administration Building.

Adjournment

President Oakes asked for a motion to adjourn. Mrs. Briscoe moved to adjourn, seconded by Mrs. Creighton. All were in favor.	Board adjourned at 9:07 PM.
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Dan Oakes, President

Melissa Bradford, Board Secretary



Board of Education Decatur Public School District 61

Date: August 28, 2018	Subject: Monthly Financial Conditions Report
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: Financial Conditions Report
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The attached report illustrates the District's year-to-date revenues and expenditures and provides an explanation of the financial conditions of the Decatur Public School District and Macon-Piatt Special Education District.

CURRENT CONSIDERATIONS:

As the District completes July, the first month of FY18, the Macon-Piatt Special Education District has expended 0.89% of its overall budget; Decatur 61 has expended 3.36% of its overall budget.

As of August 20, 2018, the State Comptroller is holding FY19 ISBE vouchers in the amount of \$2,354,312 of which \$2,337,586 is associated with Evidence-Based Funding. The State Comptroller is holding FY18 ISBE vouchers in the amount of \$1,299,692 of which \$907,648 is associated with transportation; and, \$324,264 is associated with the Early Childhood Block Grant.

The District's July 2018 month-end education fund balance is \$20,024,041; the July 2017 month-end education fund balance was \$15,398,757.

FINANCIAL CONSIDERATIONS:

n/a

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Monthly Financial Conditions Report as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

**2018-2019 Decatur Public S.D. #61
Fund Balance Summary - July 31, 2018**

<u>Fund</u>	<u>Pre Audit Fund Balance 07/01/18</u>	<u>Revenues Year-to-Date</u>	<u>Expenditures Year-to-Date</u>	<u>Net Cash Flow</u>	<u>Change in Fund Balance</u>	<u>Balance 07/31/18</u>	<u>Tentative Balance 06/30/19</u>
DISTRICT # 61							
Education	\$10,874,487	\$12,418,114	\$3,268,560	\$9,149,554	\$0	\$20,024,041	\$ 6,720,314
Operation & Maintenance	\$2,118,280	\$1,862,708	\$591,623	\$1,271,085	\$0	\$3,389,365	\$ 2,118,280
Debt Service	\$906,083	\$1,635,810	\$856	\$1,634,954	\$0	\$2,541,037	\$ 1,484,183
Transportation	\$2,836,094	\$745,475	\$96,337	\$649,138	\$0	\$3,485,232	\$ 2,836,094
IMRF	\$883,940	\$1,377,915	\$51,240	\$1,326,675	\$0	\$2,210,615	\$ 1,115,483
Social Security/Medicare	\$1,682,346	\$764,100	\$30,807	\$733,293	\$0	\$2,415,639	\$ 798,827
Capital Projects Fund	\$3,088,535	\$1,019	\$326	\$693	\$0	\$3,089,228	\$ 1,866,035
Working Cash	\$4,395,079	\$189,815	\$0	\$189,815	\$0	\$4,584,894	\$ 4,766,244
Tort Immunity/Judgment	\$2,000,597	\$1,506,442	\$143,908	\$1,362,534	(\$38,162)	\$3,324,969	\$ 1,906,452
Fire Prevention/Safety	\$3,340,258	\$187,673	\$4,593	\$183,080	\$0	\$3,523,338	\$ 2,267,183
Totals District 61	\$32,125,699	\$20,689,071	\$4,188,250	\$16,500,821	(\$38,162)	\$48,588,358	\$25,879,095
Macon-Piatt Special Ed District	\$3,875,617	\$239,859	\$192,672	\$47,187	\$0	\$3,922,804	\$ 3,875,617

Macon-Piatt Special Education District

Report Date: July 2018

Financial Condition as of July 31, 2018

Percent of year passed: 8.33%

	Revenues	Tentative Budget	Actual Y-T-D	Percent Received/Used
12	Education	21,646,481	239,859	1.11%
22	Operation & Maintenance	-	-	0.00%
42	Transportation	-	-	0.00%
52	IMRF	-	-	0.00%
	Total Revenues	21,646,481	239,859	1.11%

	Expenditures			
12	Education	20,051,945	188,347	0.94%
22	Operation & Maintenance	358,470	780	0.22%
42	Transportation	26,150	502	1.92%
52	IMRF	1,209,916	3,043	0.25%
	Total Expenditures	21,646,481	192,672	0.89%

	Net Cash			
	Total Revenues	21,646,481	239,859	1.11%
	Total Expenditures	21,646,481	192,672	0.89%
	Net Cash	-	47,187	

	Fund Balances	Actual
12	Education	3,922,804

Decatur Public School District #61
Report Date: July 2018
Financial Condition as of July 31, 2018

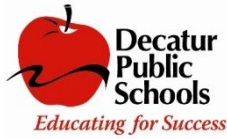
Percent of year passed: 8.33%

	Revenues	Tentative Budget	Actual Y-T-D	Percent Received/Used	FY 18 Percent Received/Used As Of 7/31/17
10	Education	88,939,166	12,418,114	13.96%	3.49%
20	Operation & Maintenance	6,399,850	1,862,708	29.11%	0.10%
30	Debt Service	8,117,100	1,635,810	20.15%	5.63%
40	Transportation	6,956,407	745,475	10.72%	0.01%
50	IMRF	2,878,063	1,377,915	47.88%	0.10%
51	Social Security	1,442,245	764,100	52.98%	0.14%
60	Capital Projects	10,000	1,019	10.19%	5.21%
70	Working Cash	371,165	189,815	51.14%	1.40%
80	Tort Immunity/Judgment	2,791,640	1,506,442	53.96%	0.03%
90	Fire Prevention/Safety	373,425	187,673	50.26%	0.45%
	Total Revenues	118,279,061	20,689,071	17.49%	3.05%

	Expenditures				
10	Education	93,093,339	3,268,560	3.51%	3.55%
20	Operation & Maintenance	6,399,850	591,623	9.24%	7.75%
30	Debt Service	7,539,000	856	0.01%	0.17%
40	Transportation	6,956,407	96,337	1.38%	0.97%
50	IMRF	2,646,520	51,240	1.94%	2.11%
51	Social Security	2,325,764	30,807	1.32%	1.58%
60	Capital Projects	1,232,500	326	0.03%	23.46%
70	Working Cash	-	-	0.00%	0.00%
80	Tort Immunity/Judgment	2,885,785	143,908	4.99%	13.23%
90	Fire Prevention/Safety	1,446,500	4,593	0.32%	28.29%
	Total Expenditures	124,525,665	4,188,250	3.36%	3.89%

	Net Cash			
	Total Revenues	118,279,061	20,689,071	17.49%
	Total Expenditures	124,525,665	4,188,250	3.36%
	Net Cash	(6,246,604)	16,500,821	

	Fund Balances	Actual
10	Education	20,024,041
20	Operation & Maintenance	3,389,365
30	Debt Service	2,541,037
40	Transportation	3,485,232
50	IMRF	2,210,615
51	Social Security/Medicare	2,415,639
60	Capital Projects	3,089,228
70	Working Cash	4,584,894
80	Tort Immunity/Judgment	3,324,969
90	Fire Prevention/Safety	3,523,338
	Total Funds	48,588,358



Board of Education Decatur Public School District #61

Date: August 28, 2018	Subject: Treasurer's Report
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: Treasurer's Report
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The attached report details the District's investments and the status of the District's cash as of July 31, 2018.

CURRENT CONSIDERATIONS:

N/A

FINANCIAL CONSIDERATIONS:

N/A

STAFF RECOMMENDATION:

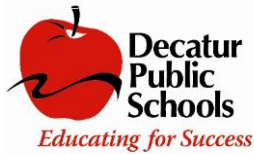
The Administration respectfully requests that the Board of Education approve the Treasurer's Report as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

DECATUR PUBLIC SCHOOL DISTRICT #61					
TREASURER'S REPORT					
JULY 2018					
	Cash/Investments				Cash/Investments
	as of				as of
	06/30/18	Receipts	Disbursements	Change/Interest	07/31/18
Education	15,698,897.66	12,602,454.41	6,311,966.00	20,207.55	22,009,593.62
Operations & Maintenance	2,118,280.26	1,859,235.78	592,422.50	3,471.96	3,388,565.50
Debt Service	906,082.58	1,633,456.25	856.00	2,353.78	2,541,036.61
Transportation	2,836,093.23	742,028.10	96,337.19	3,446.72	3,485,230.86
IMRF	883,940.76	1,375,825.48	51,239.84	2,089.56	2,210,615.96
Social Security	1,682,346.31	761,800.47	30,806.94	2,300.08	2,415,639.92
Capital Projects	3,088,534.93	0.00	326.00	1,019.35	3,089,228.28
Working Cash	4,395,079.20	185,507.20	0.00	4,308.15	4,584,894.55
Tort/Judgment Immunity	2,000,597.04	1,503,342.70	202,069.39	3,099.02	3,304,969.37
Fire Prevention & Safety	3,340,257.88	185,507.20	4,593.14	2,166.12	3,523,338.06
Macon-Piatt Special Education	3,875,617.03	235,556.36	192,764.59	3,795.67	3,922,204.47
Activities	532,824.34	10,090.73	15,181.70	454.29	528,187.66
	41,358,551.22	21,094,804.68	7,498,563.29	48,712.25	55,003,504.86
				Dr. Todd Covault	07/31/18



Board of Education Decatur Public School District #61

Date: August 28, 2018	Subject: Dennis Lab School Fundraiser
Initiated By: Paul Ranstead, Interim Principal, Dennis Lab School	Attachments: N/A
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

Illinois Statute 105 ILCS 5/10-20.21 (b-5) and Board Policy 4:60 requires that fundraisers that will generate more than \$1,000 be approved by the Board of Education.

The Dennis music department is requesting a fundraiser using Fan Cloth, a design merchandise company. Fan Cloth is frequently used for band and orchestra programs as a means of generating additional funding. The company provides t-shirts, long sleeves, hoodies, mugs, stadium chairs, blankets, hats, socks and some other items for Dennis band and orchestra students to sell. The fundraising campaign window is September 10 through September 24, 2018.

CURRENT CONSIDERATIONS:

Although the fundraiser earnings vary each year based upon parent participation, the revenues generate may generate in excess of the \$1,000 which requires board approval. The funds generated would be used to expand the music library for Dennis as well as provide funds for traveling.

FINANCIAL CONSIDERATIONS:

There is no cost to the District. Revenues generated will be dispersed to the building activity accounts to support the band and orchestra program at Dennis Lab School.

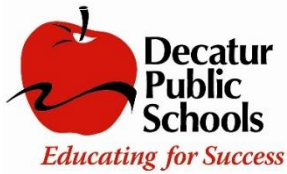
STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Dennis Lab School Fundraiser as presented in accordance with Board Policy 4:60.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____



Board of Education Decatur Public School District #61

Date: August 28, 2018	Subject: Reciprocal Reporting Agreement between Decatur Public School District 61 and the City of Decatur and the Memorandum of Understanding for Police School Liaison (PSL) Detective
Initiated By: Dr. Paul Fregeau, Superintendent	Attachments: Reciprocal Reporting Agreement Between Decatur Public School District 61 and the City of Decatur and the Memorandum of Understanding for Police School Liaison (PSL) Detective
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The District worked with counsel and the City of Decatur to develop a Reciprocal Reporting Agreement that will help provide clarity on the privacy of student records and access by law enforcement and, a written Memorandum of Understanding that defines the role of Department officers working in the School District and/or property used by the School District for school purposes.

CURRENT CONSIDERATIONS:

The Administration is recommending approval of the Reciprocal Reporting Agreement and the Memorandum of Understanding with the City of Decatur.

FINANCIAL CONSIDERATIONS:

The Tort Fund will continue to absorb the cost for the Police Liaison Officers.

STAFF RECOMMENDATION:

The Administration recommends that the Board approve the Reciprocal Reporting Agreement and the Memorandum of Understanding between Decatur Public School District 61 and the City of Decatur (Police School Liaison (PSL) Detectives) as presented.

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

RECIPROCAL REPORTING AGREEMENT

This Reciprocal Reporting Agreement, entered this ___ day of _____, 2018, by and between Decatur Public School District No. 61, (hereafter referred to as "School District") and the City of Decatur (hereafter referred to as the "City");

WHEREAS Section 10-20.14 of the *Illinois School Code*, 105 ILCS 5/10-20.14(b), as amended by Public Act 99-0456, requires the School District parent-teacher advisory committee, in cooperation with local law enforcement agencies, to develop, with the Board of Education, policy guideline procedures to establish and maintain a reciprocal reporting system between the school district and local law enforcement agencies regarding criminal offenses committed by students; and

WHEREAS Section 10-20.14 of the *Illinois School Code*, 105 ILCS 5/10-20.14(b), as amended by Public Act 99-0456, encourages school districts to create memoranda of understanding with local law enforcement agencies that clearly define law enforcement's role in schools, in accordance with Section 10-22.6 of the *Illinois School Code*, 105 ILCS 5/10-22.6; and

WHEREAS, the School District and the City desire to establish a reciprocal reporting agreement and related memorandum of understanding; and

WHEREAS, the School District and the City are authorized to enter into this agreement pursuant to the *Illinois School Code*, 105 ILCS 5/10-20.14, the Illinois Constitution, art. VII, §10(a) *et seq.*, and the *Intergovernmental Cooperation Act*, 5 ILCS 220/1 *et seq.*

NOW THEREFORE, the School District and the City hereby agree as follows:

1. **SCHOOL DISTRICT AUTHORITY IN SCHOOLS AND ON SCHOOL PROPERTY.** The parties acknowledge and agree that the School District maintains responsibility and authority to have control and supervision over its schools and maintain discipline in its schools and on school property owned or leased for school purposes. The School District's authority extends to all activities connected with the school program, including all extracurricular activities. *See 105 ILCS 5/24-24.*
2. **RECIPROCAL REPORTING SYSTEM.** The School District and the City enter into this Agreement to establish and maintain a reciprocal reporting system between the School District and the City regarding potential or actual criminal offenses involving School District students and a memorandum of understanding to define the role of the City's Police Department ("the Department") in the School District's schools.
3. **REPORTING RESPONSIBILITIES.** The School District and the City agree to comply with the reporting responsibilities and limitations set forth in this Agreement and as otherwise required by law.

4. DESIGNATED REPRESENTATIVES.

- a. The School District's Superintendent shall provide the Department's Chief of Police (the "Police Chief") with a list of names and contact information of administrators whom the School District has determined have a legitimate educational or safety interest concerning minor students who have been arrested or taken into custody for certain offenses. The administrators identified in the list shall be considered an "Appropriate School Official" to inspect and/or copy records maintained by the Department that relate to a minor student who has been investigated, arrested, or taken into custody as set forth in the *Juvenile Court Act of 1987*, 705 ILCS 405/1-7(A)(8).
- b. The Police Chief will provide the School District's Superintendent with the names and contact information of one primary and two secondary Department officials serving as the "Department Representatives."

5. REQUIRED REPORTS TO THE DEPARTMENT. The School District's Superintendent, the Building Principal(s), and/or their designees must report certain student incidents identified herein to the Department. When both the School District's Superintendent and Building Principal are required to make a report, a single report from one or the other shall satisfy the required report.

- a. **Superintendent.** The School District's Superintendent or his/her designee will report any of the following incidents to the Department immediately:
 - i. **Firearms in Schools.** Any verified incident from any school personnel involving a firearm in a school, on school owned or leased property, or on any transportation that is owned, leased or used by the school to transport students or school personnel. *See 105 ILCS 5/10-27.1A(c).*
 - ii. **Drugs in Schools.** Any verified incident from any school personnel involving drugs in a school, on school-owned or leased property, or on any transportation that is owned, leased or used by the school to transport students or school personnel. For purposes of this subsection, "drugs" means "cannabis" as defined under Section 3(a) of the *Cannabis Control Act*, 720 ILCS 550/3(a), "narcotic drug" as defined under Section 102(aa) of the *Illinois Controlled Substances Act*, 720 ILCS 570/102(aa), or "methamphetamine" as defined under Section 10 of the *Methamphetamine Control and Community Protection Act*, 720 ILCS 646/10. *See 105 ILCS 5/10-27.1B.*
 - iii. **Attacks on School Personnel.** Receipt of a written complaint from any school personnel of an incident of battery committed against teachers, teacher personnel, administrative personnel or educational support personnel. *See 105 ILCS 5/10-21.7.*
- b. **Building Principal.** The School District's Building Principal(s) or his/her designee(s) will report the following incidents to the Department immediately:

- i. **Firearms in Schools.** Upon receiving a report from any school official that they observed any person in possession of a firearm on school grounds. If the person in possession of a firearm on school grounds is a student, the Building Principal or his/her designee shall also immediately notify the student's parent or guardian. *See 105 ILCS 5/10-27.1A(b).*
- ii. **Drugs.** Any violation of Section 5.2 of the *Cannabis Control Act*, 720 ILCS 550/5.2 [delivery of cannabis on school grounds], Section 401 or Section 407(b) of the *Illinois Controlled Substances Act*, 720 ILCS 570/401, 407(b) [knowingly manufacture, deliver, or possess with intent to manufacture/deliver a controlled substance other than methamphetamine, a counterfeit substance, or a controlled substance analog], or the *Methamphetamine Control and Community Protection Act* 720 ILCS 646/ [manufacture, deliver, possess with intent to manufacture/deliver, or traffic methamphetamine], occurring in a school, on school property, on a public way within 1,000 feet of a school, or on any transportation owned, leased, or contracted by a school to transport students to/from school or a school related activity, within forty-eight (48) hours of becoming aware of the incident. *See 105 ILCS 127/2.*
- iii. Threats of serious violence directed toward students, school employees or school property.
- iv. Threats of violence by firearm, bombing or other dangerous weapon.

6. CONFIDENTIALITY OF SCHOOL STUDENT RECORDS AND INFORMATION.

School District officials shall comply with the *Family Educational Rights and Privacy Act*, 20 U.S.C. § 1232g, the *Illinois School Student Records Act*, 105 ILCS 10/, the *Mental Health and Developmental Disabilities Confidentiality Act*, 740 ILCS 110/, and their respective implementing rules and regulations regarding the confidentiality of student records and the information contained therein. School District officials shall not disclose school student records or information contained therein to the Department unless the School District receives prior written consent from the student's parent/guardian or pursuant to an exception under applicable law. For student records containing mental health or developmental disability information, such records shall not be disclosed to the Department unless the School District receives prior written consent from the student's parent/guardian (and the student if age 12 or older), unless an exception applies. Examples of exceptions that may permit the School District to disclose student records and/or information to the Department without parent/guardian written consent include:

- a. **Court Order.** The School District may release student records and information upon receipt of a court order specifying the records or information to be disclosed to the Department, provided that the School District gives prompt notice to the student's parent/guardian. *See 34 C.F.R. 99.31(a)(9); 105 ILCS 10/6(a)(5); 740 ILCS 110/10(d).*
- b. **Juvenile Authorities Prior to Adjudication in Juvenile Court.** Upon the request of the Department, the School District may release student records and information to the

Department when necessary for the discharge of the Department's official duties prior to adjudication of the student. The School District must receive from the Department a written certification that the information or records disclosed by the School District will not be disclosed to any other party, except as provided by law or order of court. *See 105 ILCS 10/6(a)(6.5).*

- c. **Emergency.** The School District may release student records and information to the Department during an emergency if knowledge of such information is needed by the Department to protect the health or safety of the student or other persons, provided that the student's parent/guardian is notified no later than the next school day after the date that the information is released of disclosure to the Department, the date of the release, and the purpose of the release. The School District will consider the following factors in determining whether records should be released:
 - i. The seriousness of the threat to the health or safety of the student or other individuals;
 - ii. The need for the requested records to meet the emergency;
 - iii. Whether the Department is in a position to deal with the emergency; and
 - iv. The extent to which time is of the essence in dealing with the emergency.

See 34 C.F.R. §99.36; 105 ILCS 10/6(a)(7); 23 Ill. Admin. Code §375.60; 740 ILCS 110/11(i)-(iii) and (viii).

7. OTHER SCHOOL RECORDS. The School District and the Department recognize that the following are not school student records in which prior written consent from the student's parent/guardian is needed for disclosure to the Department:

- a. Information maintained by Department officers working in the school.
- b. Video or other electronic recordings created and maintained by Department officers working in the school or for security or safety reasons or purposes, provided the information was created at least in part for law enforcement or security or safety reasons or purposes. The content of a video or other electronic recording may become part of a student's school student record to the extent School District officials use and maintain this content for a particular reason (*e.g.*, disciplinary action, compliance with a student's Individualized Education Program) regarding that specific student.
- c. Electronic recordings made on school buses, as defined in Section 14-3 of the *Criminal Code of 1961*, 720 ILCS 5/14-3.
- d. Any information, either written or oral, received pursuant to Section 22-20 of the *School Code*, 105 ILCS 5/22-20, and Sections 1-7 and 5-905 of the *Juvenile Court Act of 1987*, 705 ILCS 405/1-7 and 5-905 [information reported by the courts or law enforcement agencies to the principal of a school regarding a student who has been detained for proceedings due to any criminal offense].
See 105 ILCS 10/2(d); 23 Ill. Admin. Code §375.10.

8. REQUIRED REPORTS/INFORMATION TO THE SCHOOL DISTRICT. The Department Representatives must report the following information to the School District:

- a. **Detention of Student.** Report to the principal of any school in the School District whenever a child enrolled in the school is detained for proceedings under the *Juvenile Court Act of 1987*, for any criminal offense, or for violation of a municipal or county ordinance. This report shall include the basis for detaining the child, circumstances surrounding the events which led to the child's detention, and the status of proceedings. The report shall be updated as appropriate to notify the Principal of developments and the disposition of the matter. *See 105 ILCS 5/22-20.*
- b. **Juvenile Sex Offender.** If the Department has jurisdiction to register a juvenile sex offender, provide a copy of the sex offender registration form only to the principal of the school in the School District and any guidance counselor designated by such principal. *See 730 ILCS 152/121.*
- c. **Juvenile Violent Offender.** If the Department has jurisdiction to register juvenile violent offender against youth, provide a copy of the violent offender against youth registration form only to the principal of the school in the School District and any guidance counselor designated by such principal. *See 730 ILCS 154/100.*

9. PERMISSIVE REPORTS TO THE SCHOOL DISTRICT. Where the Department believes that there is an imminent threat of physical harm to students, school personnel, or others who are present in the school or on school grounds, the Department Representatives may disclose the following information to the Appropriate School Official(s):

- a. **Current Investigation.** Oral information only about a minor who is the subject of a current police investigation that is directly related to school safety, and not written law enforcement records. *See 705 ILCS 405/1-7(A)(8).*
- b. **Investigation/Arrest/Custody of Minor Student.** Copies, or permit inspection, of Department records that relate to a minor enrolled in the School District who has been investigated, arrested, or taken into custody before his/her 18th birthday for any of the following offenses:
 - i. **Drugs.** A violation of the *Illinois Controlled Substance Act*, 720 ILCS 570/, the *Cannabis Control Act*, 720 ILCS 550/, or the *Methamphetamine Control and Community Protection Act*, 720 ILCS 646/.
 - ii. A violation of any of the following provisions of the *Criminal Code of 1961* or *Criminal Code of 2012*, 720 ILCS 5/:
 - a) Assault or battery under Section 12-1 [assault], 12-2 [aggravated assault], 12-3 [battery], 12-3.05 [aggravated battery], 12-3.1 [battery of unborn child], 12-3.2 [domestic battery], 12-3.4 [violation of order of protection], or 12-3.5 [interfering with report of domestic violence];

- b) Deadly weapons under Article 24;
- c) Forcible felony as defined in Section 2-8;
- d) Harassing and obscene communications under Article 26.5 (formerly the *Harassing and Obscene Communications Act*, 720 ILCS 135/);
- e) Hazing under Section 12C-50 (formerly the *Hazing Act*, See 720 ILCS 120);
- f) Mob action under Section 25-1;
- g) Reckless conduct under Section 12-5;
- h) Stalking under Section 12-7.3 [stalking], 12-7.4 [aggravated stalking], or 12-7.5 [cyberstalking]; or
- i) Unlawful contact with street gang members under Section 25-5.

See 705 ILCS 405/1-7(A)(8).

- c. **Arrest/Criminal History of Students Age 18 or Older.** For a student enrolled in the School District who has been investigated, arrested, or taken into custody after his/her 18th birthday, the Department may provide copies to or permit inspection by the Appropriate School Official(s) of Department records containing the following information:
 - i. **Arrest information** including (a) information that identifies the individual, including the name, age, address and photograph, when and if available; (b) information detailing any charges relating to the arrest; (c) the time and location of the arrest; (d) the name of the investigating or arresting law enforcement agency; (e) if the individual is incarcerated, the amount of any bail or bond; (f) if the individual is incarcerated, the time and date that the individual was received into, discharged from, or transferred to the arresting agency's custody; and
 - ii. **Criminal history records** that are (a) court records that are public; or (b) records that are otherwise available under State or local law.
- See 5 ILCS 140/2.15.*

10. **SCHOOL DISTRICT MAINTENANCE AND USE OF DEPARTMENT RECORDS/INFORMATION.**

- a. Copies of Department records and any information derived from Department records shall be kept separate from and shall not become a part of the student's official school student record and shall not be a public record. The information shall be used solely by the Appropriate School Official(s) to aid in the proper rehabilitation of the child and to protect the safety of students and employees in the school.
- b. Any information about a minor who is the subject of a current police investigation derived orally from the Department shall be kept separate from and shall not become a part of the student's official school student record and shall not be a public record.

Such information shall be used solely by the Appropriate School Official(s) to protect the safety of students and employees in the school and aid in the proper rehabilitation of the child. *See 105 ILCS 5/22-20; 705 ILCS 405/1-7(A)(8).*

11. **DEPARTMENT'S ROLE IN SCHOOL DISTRICT.** The parties will develop and adopt a written memorandum of understanding defining the role of Department officers working in the School District, its schools, and/or property used by the School District for school purposes.
12. **COOPERATION BETWEEN SCHOOL DISTRICT AND DEPARTMENT.** Nothing in this Agreement is intended to limit or restrict the School District's duty or authority to request Department services for disturbances or other emergencies occurring in or around any of its school property, nor is it intended to limit or restrict the duty or ability of any person attending or employed by the School District to provide information or otherwise cooperate with School District and Department investigations, including but not limited to providing witness statements and testimony in juvenile or criminal adjudications, or in school discipline proceedings.

IN WITNESS WHEREOF, the Decatur Public School District No. 61 and the City of Decatur have approved and executed this Agreement on the date(s) set forth below.

Decatur Public School District No. 61

By: _____
President Date

Attest: _____
Secretary

City of Decatur

By: _____
Date

MEMORANDUM OF UNDERSTANDING

Job Title:

Police School Liaison (PSL) Detective

Organizational Relationships:

The PSL shall communicate with the principal of the respective schools for which he/she are currently assigned, staying abreast of the current issues and matters impacting both school staff and the student body. The PSL remains an employee of the City of Decatur and is obligated to follow all Decatur Police Department policy and procedures. The PSL shall only disseminate police reports to the principal of their respective schools, or their designee.

General Responsibilities:

The PSL shall serve as a liaison between the school community and the Police Department. The PSL is expected to enforce state law and ordinance when necessary. The PSL is expected to utilize good judgment, considering what is in the best interest of the student, school district and the police department when making decisions. The Police School Liaison Detectives shall not directly enforce the school district rules and policies. If asked to do so, the Liaison Detectives will politely refuse and explain why, with any further concerns being directed through the Police/School Administration staff. This does not prevent the PSL's from aiding school personnel and trying to mediate matters with students and gain voluntary compliance when the situation arises.

The PSL shall exhibit concern and understanding of youth problems. Assistance provided by PSL's to school personnel should help to establish a relationship that will promote a positive image of the Police Department.

Specific Duties:

The Police School Liaison Detective shall:

- Promote rapport between police officers and students in the school.
- Promote a positive working relationship with school counselors and staff.
- Investigate criminal matters that involve school staff and students, both on and off campus as needed.
- Investigate cases as assigned by the Juvenile Sergeant.
- Document and investigate all other matters that are of importance to the safety of the school and community (i.e. threats by students and to school students/employees, gang activity, drug activity, etc.)
- PSL's shall immediately bring to the attention of the school principal/administration and Police Administration concerning matters of a serious nature or matters that could bring about media attention.
- Investigate missing or runaway students when assigned by a Juvenile Supervisor.
- Perform assigned police related tasks when not required to be presence within the schools due to school being out of session.



Board of Education Decatur Public School District #61

Date: 8/22/2018	Subject: Go Math! Resources
Initiated By: Charlotte Thompson, Director of Curriculum and Instruction – Elementary and Dr. Joshua Peters, Director of Curriculum and Instruction – Secondary	Attachments: Proposal and Supplies
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The Go Math! resources were selected for purchase for all K-8 classrooms and students. The numbers at the time were based on projections formulated from enrollment. In an effort to be good stewards of resources, the district avoided ordering additional resources.

CURRENT CONSIDERATIONS:

Upon reviewing actual enrollment numbers and actual staffing patterns, additional material will be needed to ensure that all students have the same Go Math! resources in grades K-8.

FINANCIAL CONSIDERATIONS:

The Go Math! resources would be purchased from the Curriculum and Instruction Materials budget.

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Purchase of the Go Math! Resources at a cost not to exceed \$40,000.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____



Houghton Mifflin Harcourt

Proposal

Prepared For

Decatur School District 61

101 W Cerro Gordo St
Decatur IL 62523

For the Purchase of:

Mathematics

Prepared By

Amy L Waller

amy.waller@hnhco.com

Coupon Code: PRODPB10

PLEASE SUBMIT THIS PROPOSAL WITH YOUR PURCHASE ORDER.



Cost Proposal Discount Charge

Houghton Mifflin Harcourt

Coupon Code: PRODPB10

Attention:
Josh Peters
jpeters@dps61.org

HMH Confidential and Proprietary

Customer Experience
9205 South Park Center Loop
Orlando, FL 32819
FAX: 800-269-5232
k12orders@hnhco.com

Proposal for Decatur School District 61 Mathematics

ISBN	Title	Price	Quantity	Value of all Materials	Value of Free Materials	Value of Charged Materials
Grade 3						
Student						
1594046	9780544400627 Go Math! Hybrid Student Resource Package w/Multi-Vol SE 6 Yr Print/6 Yr Digital Grade 3 2015	\$91.50	16	\$1,464.00	\$146.40	\$1,317.60
Total for Student				\$1,317.60		
Total for Grade 3				\$1,317.60		
Grade 5						
Student						
1594048	9780544400641 Go Math! Hybrid Student Resource Package w/Multi-Vol SE 6 Yr Print/6 Yr Digital Grade 5 2015	\$91.50	56	\$5,124.00	\$512.40	\$4,611.60
Total for Student				\$4,611.60		
Total for Grade 5				\$4,611.60		
Grade 6						
Student						
1660220	9780544943681 Go Math Teacher Edition Grade 6 2018	\$98.35	10	\$983.50	\$98.35	\$885.10
1700256	9781328901231 Go Math! Hybrid Student Resource Package (6yr print w/6yr digital) Grade 6 2018	\$89.00	12	\$1,068.00	\$106.80	\$961.20
Total for Student				\$1,846.30		
Total for Grade 6				\$1,846.30		
Grade 7						
Student						
1679708	9781328761118 Go Math! Teacher Edition Grade 7 2018	\$98.34	15	\$1,475.10	\$147.52	\$1,327.65
1700257	9781328901248 Go Math! Hybrid Student Resource Package (6yr print w/6yr digital) Grade 7 2018	\$89.00	126	\$11,214.00	\$1,121.43	\$10,092.60
Total for Student				\$11,420.25		
Total for Grade 7				\$11,420.25		
Grade 8						
Student						
1700258	9781328901255 Go Math! Hybrid Student Resource Package (6yr print w/6yr digital) Grade 8 2018	\$89.00	140	\$12,460.00	\$1,246.04	\$11,214.00
1679709	9781328761125 Go Math! Teacher Edition Grade 8 2018	\$98.35	10	\$983.50	\$98.35	\$885.10
Total for Student				\$12,099.10		
Total for Grade 8				\$12,099.10		

Proposal Summary

Total Savings:	\$3,477.29
Subtotal Purchase Amount:	\$31,294.85
Shipping & Handling (0.00%):	\$0.00

Total Cost of Proposal (PO Amount):	\$31,294.85
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Houghton Mifflin Harcourt

Coupon Code: PRODPB10

HMH Confidential and Proprietary

Attention:
Josh Peters
jpeters@dps61.org

Customer Experience
9205 South Park Center Loop
Orlando, FL 32819
FAX: 800-269-5232
k12orders@hnhco.com

Proposal for
Decatur School District 61
Mathematics

ISBN	Title	Price	Quantity	Value of all Materials	Value of Free Materials	Value of Charged Materials
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Cost Proposal Discount Charge

Houghton Mifflin Harcourt

Coupon Code: PRODPB10

Attention:
Josh Peters
jpeters@dps61.org

HMH Confidential and Proprietary

Customer Experience
9205 South Park Center Loop
Orlando, FL 32819
FAX: 800-269-5232
k12orders@hnhco.com

Decatur School District 61
Mathematics**Total Cost of Proposal (PO Amount): \$ 31,294.85**

Thank you for considering HMH as your partner. We are committed to providing an excellent experience and delivering ongoing, high-quality service to our customers. To meet these goals, we want to ensure you are aware of the below Terms of Purchase. These terms help us process your order quickly, efficiently, and accurately, ensuring successful delivery and implementation of our solutions.

- Please return this cost proposal with your signed purchase order that matches product, prices and shipping charges.
- Provide the exact address for delivery of print materials. The shipping address may be your district warehouse or individual school sites, but it is essential that this is accurate.
- Please supply the name of each important district point of contact for all aspects of the solution including their direct contact information (email/ phone):
 - o Point of Contact for Print materials
 - o Point of Contact for Digital materials
 - o Point of Contact for Scheduling Professional Development
- Please confirm that we have the correct 'Ship to' and 'Sold to' information on the cost proposal.

Ship to:

Decatur School District 61
101 W Cerro Gordo St
Decatur, IL 62523-1001

Sold to:

Decatur School District 61
101 W Cerro Gordo St
Decatur, IL 62523-1001

- Please provide funding start and end dates.
- Please note that all products and services will be billed upon the processing of your purchase order.
- Our payment terms are 30 days from the invoice date.
- Our standard shipping terms are FOB Shipping Point. The shipping term for your proposal is FOB Shipping Point.
- Should any of these Terms of Sale conflict with any preprinted terms on your purchase order, the HMH terms of service shall apply.

Thank you in advance for supplying us with the necessary information at time of purchase.

Our goal is to ensure your success throughout the duration of this agreement, which starts with a highly successful delivery of our solution.

For greater detail, the complete Terms of Purchase may be reviewed here: <http://www.hmhco.com/common/terms-conditions>

Date of Proposal: 8/22/2018**Proposal Expiration Date:10/6/2018****Houghton Mifflin Harcourt**

Cost Proposal Discount Charge

Houghton Mifflin Harcourt

Coupon Code: PRODPB10

Attention:
Josh Peters
jpeters@dps61.org
HMH Confidential and Proprietary

Customer Experience
9205 South Park Center Loop
Orlando, FL 32819
FAX: 800-269-5232
k12orders@hnhco.com

Purchase Order

DECATUR PUBLIC SCHOOL DISTRICT #61
101 WEST CERRO GORDO
DECATUR IL 62523

No. 10191203

SUBMIT ALL INVOICES TO ACCOUNTS
PAYABLE

ACCOUNTS PAYABLE
217/362-3023
ACCTSPAY@DPS61.ORG

THIS NUMBER MUST APPEAR ON ALL
INVOICES,
SHIPPING DOCUMENTS, PACKAGES
AND CORRESPONDENCE.

P.O. Date: 08/21/2018

Questions ? PURCHASING (217) 362-3029

Ext:

Account:

P.O. Issued To :

Ship To:

HOUGHTON MIFFLIN HARCOURT
CUSTOMER EXPERIENCE
255 38TH AVE, SUITE L
ST CHARLES IL 60174

PROFESSIONAL DEVELOPMENT INSTITUTE
Attn: LFORSYTHE
601 N CHURCH STREET
DECATUR IL 62522
(217) 362-3040

Contact: JEFF HOELSCHER

Location: PROFESSIONAL DEVELOPMENT
INSTITUTE

Phone:

Fax: (630) 467-7192

Project: Project

Req# 11191280

Reference:

Date Required: 08/30/2018

Award Number:

Line	Qty	Unit	Part#	Description	Account Number	Unit Price	Extended	Tax	Freight
1	8	BUND	9780544400603	G1 MATH GO MATH STUDENT RESOURCE PKG W/MULTI-VOL AND 6YR PRINT/DIGITAL***QUOTE PRODPB10***	10.09.1100.0250.0.420 ELEMENTARY TEXT TEXTBOOK	91.50	732.00	0.00	54.90
2	8	BUND	9780544400627	G3 MATH GO MATH STUDENT RESOURCE PKG W/MULTI-VOL AND 6YR PRINT/DIGITAL	10.09.1100.0250.0.420 ELEMENTARY TEXT TEXTBOOK	91.50	732.00	0.00	54.90
3	56	BUND	9780544400634	G4 MATH GO MATH STUDENT RESOURCE PKG W/MULTI-VOL AND 6YR PRINT/DIGITAL	10.09.1100.0250.0.420 ELEMENTARY TEXT TEXTBOOK	91.50	5,124.00	0.00	384.30
4	1	KIT	9780544257498	G2 MATH GO MATH GRAB AND GO MANIPULATIVE KIT	10.09.1100.0250.0.410 ELEMENTARY TEXT SUPPLY	119.85	119.85	0.00	8.99
5	1	KIT	9780544257528	G5 MATH GO MATH GRAB AND GO MANIPULATIVE KIT	10.09.1100.0250.0.410 ELEMENTARY TEXT SUPPLY	119.85	119.85	0.00	8.99
6	1	EA		DISCOUNT	10.09.1100.0250.0.410 ELEMENTARY TEXT SUPPLY	-658.80	-658.80	0.00	-49.41

Special PO Instructions:

ORDER WITH PURCHASE ORDER NUMBER AND TO THE ATTENTION OF LANA FORSYTHE. THESE ITEMS SHOULD ARRIVE ON OR BEFORE 9/1/18 AND IF CANNOT BE DELIVERED BY THIS DATE CALL PH#217-362-3040. DPS#61 EXPECTS ITS SUPPLIERS TO MAINTAIN 100% ON TIME DELIVERY. NOTE: ANY FREIGHT CHARGES ARE TO BE PREPAID AND ADD, SHIP FOB DESTINATION, ONE LOCATION, DECATUR, IL. AND INCLUDE ACTUAL FREIGHT BILL. PLEASE INCLUDE PURCHASE ORDER ON INVOICE TO ENSURE PROMPT PAYMENT.

APPROVAL SIGNATURES:

Sub-Total: 6,168.90

Freight: 462.67

Tax: 0.00

Total Amount: 6,631.57

NOTES:

Buyer:

Vicky Kelsheimer

Order Via:

Mail

ENTITY COPY



Board of Education Decatur Public School District #61

Date: August 28, 2018	Subject: Personnel Action
Initiated By: Deanne Hillman, Director of Human Resources, and The Human Resources Department	Attachments: 13 Pages of Personnel Action
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

Per Board Policy 5:30 Hiring Process and Criteria – The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School board policy on equal employment opportunities and minority recruitment.

CURRENT CONSIDERATIONS:

All offers of employment are contingent upon the approval of the Board of Education. Accordingly, anyone who is offered and begins employment prior to the approval of the Board of Education understands that they will do so as a substitute. If the approval of the Board of Education is obtained, these substitutes will then be made whole retroactive to their first day of employment.

FINANCIAL CONSIDERATIONS:

These positions are in the budget.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve all Personnel Action Items as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

To: Board of Education
From: Deanne Hillman
Human Resources Director
Date: August 23, 2018
Board Date: August 28, 2018
Re: Personnel Action

EMPLOYMENT RECOMMENDATIONS

TEACHERS:

Name	Position	Effective Date
Alexandra Bell	Library Media Coordinator, PDI	August 15, 2018
Donna Ceroni	Middle School Language Arts, Hope Academy	August 13, 2018
Courtney Odle	Grade 3, Parsons (<i>Pending Licensure</i>)	August 13, 2018
Doug Sprague	Physical Education, South Shores	August 15, 2018
Beverly Storer	Alternative Education, Phoenix Academy	August 13, 2018
Linda Stubblefield	Grade 3, French Academy	August 14, 2018
Kristy Watrous	Itinerant, Muffley/Baum	August 16, 2018
Zachary Williams	Social Studies, MacArthur	August 20, 2018

Pending Licensure- will begin as a Substitute Teacher in the position until Illinois Teacher Licensure is received.

TEACHING ASSISTANTS:

Name	Position	Effective Date
Vince Carie	Special Ed Behavioral Assistant, Macon Piatt, 6.25 hours per day	August 20, 2018
Johnell Evans	Special Ed Assistant, Eisenhower, 6.5 hours per day	August 13, 2018
Shayla Hawkins	Care (Calm)/Recovery Room Assistant, Franklin, 6.5 hours per day	August 16, 2018
Melissa Tallent	Care (Calm)/Recovery Room Assistant, Garfield Montessori, 6.5 hours per day	August 15, 2018

ADMINISTRATIVE SUPPORT:

Name	Position	Effective Date
Whitney Edmondson	Coordinator of Information Technology, IT	August 30, 2018
Brylan Helm	Educational Media Support Level 1, IT	August 27, 2018

OUTREACH PERSONNEL:

Name	Position	Effective Date
Jady Chandler-Durbin	Part-time Family Liaison, Franklin, 4.5 hours per day	August 15, 2018
Jessica Moss	Part-time Family Liaison, Enterprise, 4 hours per day	August 13, 2018

SECURITY:

Name	Position	Effective Date
Kolade Sessi	School Security Officer, Stephen Decatur, 7.5 hours per day	August 20, 2018

SCHEDULE B:

Name	Position	Effective Date
Deionnte Honorable	Middle School Wrestling Coach, Stephen Decatur	September 17, 2018
Megan Hull	0.5 FTE JV Girls Volleyball Coach, MacArthur	August 6, 2018
Stuart Leo	Scholastic Bowl Coach, Eisenhower	August 13, 2018
Amber Mayhaus	0.5 FTE JV Girls Volleyball Coach, MacArthur	August 6, 2018
William Miller	Elementary Boys Basketball Coach, Hope	October 8, 2018
William Miller	Middle School Girls Basketball Coach, Garfield	August 27, 2018
Tyraneious Thomas	Middle School Boys Basketball Coach, Hope	October 15, 2018
Stephen Wood	Elementary Cross Country Coach, South Shores	August 15, 2018

TEMPORARY ASSIGNMENT OF RETIRED TEACHERS (not to constitute continuous contractual employment)

TEACHERS:

Name	Position	Effective Date
Kevin Aten	Science, MacArthur	August 13, 2018
Jyoti Bisher	Social Worker, French Academy	August 14, 2018
Beth Coit	Cross Categorical, Harris	August 13, 2018
Jan Doolin	Science, MacArthur	August 13, 2018
Teri Dunham	Language Arts, Thomas Jefferson	August 13, 2018
Barbara Ferracane	Speech Language Pathologist, Pershing	August 22, 2018
Marla Galka	Early Childhood Special Education, Pershing	August 13, 2018
Kathy Hodge	Math, Thomas Jefferson	August 13, 2018
Cynthia Hunt	School Psychologist, Macon Piatt	August 13, 2018
Linda Kuhns	.5 FTE Cross Categorical, Durfee	August 13, 2018
Chadyeane Olson	Grade 6, Muffley	August 15, 2018
Nancy Schultz	Science, MacArthur	August 13, 2018
Diana Sullivan	Cross Categorical, Harris	August 13, 2018
Debra Veon	Social Worker, Stevenson	August 21, 2018
Vicki Wise	.5 FTE Cross Categorical, Durfee	August 13, 2018

TRANSFERS**TEACHERS:**

Name	Position	Effective Date
Mike Coziahr	From Social Studies, Thomas Jefferson to Instructional Specialist, Eisenhower	September 11, 2018
Tracey Daniels	From Social Worker, Garfield to Social Worker, Garfield/Harris	August 15, 2018
Camille Flannell	From Social Worker, Oak Grove to Social Worker Oak Grove/ Harris	August 15, 2018
Tiffany Jones	From Elementary Counselor, Stevenson/Robertson to Elementary Counselor, Durfee	August 21, 2018
Michelle Knap	From English Language Arts, Thomas Jefferson to Science, Thomas Jefferson	August 13, 2018
Diane McIntosh	From Social Worker, Stephen Decatur to Social Worker, Stephen Decatur/Robertson Charter	August 13, 2018
Thad Olson	From Physical Education, Stephen Decatur/Thomas Jefferson to Social Studies, Eisenhower	August 13, 2018
Caroline Schorsch	From Cross Categorical, Eisenhower to SED, Eisenhower	August 13, 2018
Leigh Sinclair	From Essential Skills Assistant, Thomas Jefferson to Careers, Stephen Decatur	August 13, 2018

CUSTODIAN:

Name	Position	Effective Date
Cristobals Cruz	From 1st Shift Head Custodian, Durfee to 1st Shift Head Custodian, Harris	September 4, 2018

TEACHING ASSISTANTS:

Name	Position	Effective Date
Westley Dawson	From SEAP Assistant, SEAP/Southeast, 6.25 hours per day to Male Locker Room Assistant, Johns Hill, 6 hours per day	August 13, 2018

Janet Loehr	From Library Assistant, Dennis Lab, 5 hours per day to Library Assistant, Dennis Lab, 6 hours per day	August 15, 2018
Robbin McFadden	From KDG/1 Instructional Assistant, Durfee, 6 hours per day to KDG/1 Instructional Assistant, Parsons, 6 hours per day	August 15, 2018
Jarod Oldham	From SEAP Assistant, SEAP/Southeast, 6.25 hours per day to SED Assistant, Franklin, 6 hours per day	August 15, 2018
Michael Phillips	From Essentials Skill Assistant, Thomas Jefferson, 6.25 hours per day to Life Skills Assistant, Thomas Jefferson, 6.25 hours per day	August 13, 2018

RECALL/REHIRE

OUTREACH:

Name	Position	Effective Date
Abby DeLong	From Lead Parent Educator, Pershing to TAOEP Caseworker, Student Services	August 13, 2018
Yocelyng Stark	From Parent Educator, Pershing to Parent Educator, Southeast	August 15, 2018
Megan Vaca	From Parent Educator, Pershing to Parent Educator, Pershing	August 13, 2018
Kiona Waldrop	From Parent Educator, Pershing, to Parent Educator, Southeast	August 14, 2018

RESIGNATIONS

TEACHERS:

Name	Position	Effective Date
Joshua Blacker	Physical Education, Stephen Decatur	August 9, 2018
Bailee Conaway	Special Ed Adaptive Physical Education, Harris	August 12, 2018
Joshua Rushbrook	Physical Education, Harris	August 11, 2018
Stephen Sears	Physical Education, French Academy	August 11, 2018

Cheri Timmons	Grade 3, Franklin	August 9, 2018
Kristy Young	Special Ed Early Childhood, Pershing	August 15, 2018

ADMINISTRATIVE SUPPORT:

Name	Position	Effective Date
Lucas Reynolds	Educational Media Support Level 1, IT	September 3, 2018

SCHEDULE B:

Name	Position	Effective Date
Joe Caputo	Elementary Track and Field Coach, South Shores	August 17, 2018
Joe Caputo	Elementary Track and Field Coach, Stevenson	August 17, 2018
Rebecca Harman	Elementary Girls Basketball Coach, Stevenson	August 14, 2018
Terry Hawthorne	Assistant Football Coach, Eisenhower	August 6, 2018
Christine Lowe	School Behavioral Support Coach, Stephen Decatur	July 28, 2018
Josh Rushbrook	Elementary Track and Field Coach, Harris	August 14, 2018
Stephen Sears	Elementary Boys Basketball Coach, French	August 14, 2018
Stephen Sears	Elementary Cross Country, French	August 14, 2018
Stephen Sears	Elementary Girls Basketball Coach, French	August 14, 2018
Stephen Sears	Elementary Girls Volleyball Coach, French	August 14, 2018
Stephen Sears	Elementary Track and Field Coach, French	August 14, 2018
Stephani Witts	Middle School Volleyball Coach, Johns Hill	March 29, 2018

COMPENSATION RECOMMENDATIONS:

- The following staff member should be compensated **\$50.00** for participating in Introduction to Care Rooms on August 15, 2018 at Student Services:
Shayla Hawkins
- The following staff members should be compensated **\$33.00** for participating in Advanced Placement on August 10, 2018 at PDI:
Justin Baer
Lisa Betzer
Brittany Howard
Erik Johansen

Micah Bradshaw
Katie Busch
Penny Dunning
Kelsey Dyke
Matthew Gremo
Erik Harm
James Horn

Andrew Jones
Ronald Lybarger
Sonya Tillery-Aten
Casey Wilen
Sam Mills
Amanda Seider

- The following staff members should be compensated **\$50.00** for participating in Fast Bridge 2-3 on August 9, 2018 at PDI:

Tricia Athey
Melissa Duff
Kathy Fornear
Jaime Goodman
Kay Green
Joni Grubbs
Ashley Guntle
Michelle Hazelrigg
Katie Hill
Abigail Jordan
Vanessa Kelson
Ann Kirkpatrick
Ashley Kitson

Lisa Landacre
Ashley Lofland
Olivia Mannlein
Karen McCoskey
Sarah Pierce
Jill Robertson
Carrie Sager
Tracy Sexton-Long
Jared Staples
Vernadene Wells
Kelly Allen-Smith
Nicole Jones
Sonya Castle

- The following staff members should be compensated for participating in English 098 Curriculum Writing on June 18, 2018 at PDI:

Krista Hudson	\$198.00
Ronald Lybarger	\$198.00
Matthew Gremo	\$198.00

Rick Koetje	\$198.00
Justin Baer	\$198.00
Brandon Phillips	\$99.00

- The following staff members should be compensated **\$50.00** for participating in Care Room Training on August 8, 2018 at Eisenhower:

Katie Busch
Samantha Stark

Penny Dunning
Stuart Leo

- The following staff members should be compensated **\$200.00** for participating in Freshman Orientation Mentors Training on August 2 & 3, 2018 at MacArthur:

Brandon Phillips
Jonathan Hartzmark

Jill Heick

- The following staff members should be compensated **\$200.00** for participating in Freshman Orientation on August 6 & 7, 2018 at MacArthur:

Brandon Phillips
Jonathan Hartzmark
Jill Heick

Kathy White
Jennifer Hudson
Paula Patterson

- The following staff members should be compensated for participating in CPI Refresher Training on August 2, 2018 at the IEA Office:

Mariela Babb	\$25.00	Ty Douglass	\$50.00
Jess Brinkoetter	\$50.00	Karen McFadin	\$50.00
Jessica Meier	\$50.00	Jennifer Fultz	\$50.00
Stephanie Meis	\$50.00	Dianne Wooters	\$25.00

- The following staff members should be compensated **\$50.00** for participating in CPI Refresher Training on August 6, 2018 at the IEA Office:

Ann Eaton	Angie Mann
Ashley Falk	Maggie McCabe
Michelle Nixon	

- The following staff members should be compensated **\$50.00** for participating in Restorative Practices Training w/Kevin Jones on July 30, 2018 at PDI:

Shawala Holloway	Helenia Jelks
Thomas Taylor	JaDawn Bryant
Curtis Graham	

- The following staff members should be compensated **\$50.00** for participating in IT Cafe on August 6, 2018 at PDI:

Molly Miller	Jill Hubbard
Jewel Grady	

- The following staff members should be compensated for participating in Summer Planning for Student Success from July 30-August 9, 2018 at SDMS:

Talitha Hays	\$900.00	Angela Mann	\$200.00
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- The following staff members should be compensated for participating in Countdown to Kindergarten Professional Development on July 23 & 27, 2018 at Various:

Robert Winters	\$150.00	Stacey Williams	\$150.00
Tammy Carver	\$150.00	Melissa Prasun	\$150.00
Megan Meyrick	\$75.00	Melissa Cripe	\$150.00
Alexandra Nichols	\$150.00	Ashley Major	\$150.00
Tarika Mootrey	\$150.00	Abigail Loos	\$150.00
Jason Surian	\$150.00	Amanda Kunzeman	\$150.00
Ashley Falk	\$150.00	Megan Noel	\$150.00
Rajillia Sullivan	\$150.00	Alicia Smith	\$150.00
Erin Miller	\$150.00		

- The following staff members should be compensate for participating in Countdown to Kindergarten on July 30-August 3, 2018 at Various:

Ashley Major	\$792.00	Tarika Mootrey	\$792.00
Abigail Loos	\$792.00	Ashley Falk	\$792.00
Amanda Kunzeman	\$792.00	Rajillia Sullivan	\$792.00
Alicia Smith	\$792.00	Erin Miller	\$792.00

Megan Noel	\$792.00	Stacey Williams	\$792.00
Jason Surian	\$792.00	Robert Winters	\$792.00
Melissa Prasun	\$792.00	Tammy Carver	\$792.00
Melissa Cripe	\$792.00	Terrance Taylor	\$250.00
Alexandra Nichols	\$792.00		

- The following staff members should be compensated for participating in Baum Staff Retreat Trauma Informed on August 10, 2018 at Baum:

Sara Barnett	\$100.00	Jacklyn Creason	\$100.00
Robert Winters	\$100.00	Ronald Conrad	\$100.00
Pam Blades	\$100.00	Pam Bonds	\$100.00
Susan Rohman	\$50.00	Janet Brownfield	\$100.00
Joni Grubbs	\$100.00	Nicole Ekiss	\$100.00
Michelle Hazelrigg	\$100.00	Tonya Bales	\$100.00
Katie Hill	\$100.00	Judi Wood	\$100.00
Jessie Brinkoetter	\$100.00	Jewel Grady	\$100.00
Ashley Minton	\$100.00	Annette Belue	\$100.00
Chelsie Kirschner	\$100.00	Jacqueline Sierra	\$100.00
Debbie Boerger	\$100.00		

- The following staff members should be compensated **\$100.00** for participating in Behavior Support and Trauma Planning on August 10, 2018 at Baum:

Katie Hill	Nicole Ekiss
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- The following staff members should be compensated **\$50.00** for participating in Grades 4-5 6 Traits Writing Initial Implementation Training on June 14, 2018 at PDI:

Brittany Acree	Ben Steele
Sarah Andrews	Tamara Stoneburg
Sharon Bird	Jennifer Theis
Cathalyn Jones	Morgan Wolter
Autumn Lourash	

- The following staff members should be compensated **\$50.00** for participating in Restorative Justice Training on August 8, 2018 at PDI:

Ashley Dugger	Ashley Tyler
Linda Graves	Thurston Wiggins
Pamela Kennedy	Troy Willoughby
Michelle Mitchell	Melissa Talent
Lena Rotramel	

- The following staff members should be compensated for participating in SpringBoard Training on June 31, 2018 at PDI:

Heather England	\$100.00	Crystal Rora	\$100.00
Melissa Goede	\$100.00	Ashley Atchason	\$100.00
Ronald Lybarger	\$200.00	Beth Dewitt	\$100.00

- The following staff members should be compensated **\$41.25** for participating in IEP Meeting on August 10, 2018 at Macon Piatt Special Ed:

Jacquelyn Hayes		Zachary Anthony	
Ann Denoyer			
- The following staff members should be compensated for participating in IEP Meetings on August 7, 2018 at SEAP/Southeast:

Tamara Stoneburg	\$148.50	Lori Kruse	\$198.00
Jessica St Pierre	\$198.00	Harl Hillman	\$49.50
Bailey Cadieux	\$99.00	Lisa Foster	\$82.50
- The following staff members should be compensated **\$33.00** for participating in IEP Meetings on August 6, 2018 at SEAP/Southeast:

Julie Dahlke		Alyssa Moomaw	
Tammy Stoneburg		Sara DeVore	
Jessica St Pierre			
- The following staff member should be compensated **\$297.00** for participating in Mentoring during July & August, 2018 at Franklin:

Lynna Pack
- The following staff member should be compensated **\$148.50** for participating in CPI Instruction July 2018 at Student Services:

Abby Steele
- The following staff member should be compensated **\$165.00** for participating in Prep for Presentation to Principals on July 13, 2018 at Macon Piatt Special Ed:

Leigh Reber
- The following staff members should be compensated for participating in CPR AED Training July 20, 2018 at Student Health Services:

Tina Harper	\$16.66	Erica Byrne	\$16.66
Lisa Landacre	\$33.33	Yolanda Minor	\$33.33
Stacy Witts	\$33.33	Kelli Murray	\$33.33
- The following staff members should be compensated for participating in CPR AED Training on July 25, 2018 at Student Health Services:

Anne Cooper	\$33.33	Ashlee Smith	\$33.33
Jesse Danbury	\$33.33	Andrew Wagers	\$33.33
Mike Hopkins	\$33.33	Crystal Young	\$16.66
- The following staff members should be compensated for participating in CPR AED Training on July 24, 2018 at Student Health Services:

Charnae Anderson	\$16.66	Jared Lamb	\$33.33
Thomas Beller	\$33.33	SuEllen Mackey	\$33.33

Daniel Bennett	\$33.33	Elizabeth Turner	\$33.33
Joshua Blacker	\$33.33	Chantale Walker	\$16.66
Mavis Bradford	\$16.66	Walter Walker	\$16.66

- The following staff members should be compensated for participating in CPR AED Training on July 19, 2018 at Student Health Services:

Tonya Bales	\$33.33	Debbie Boerger	\$33.33
Penny Dunning	\$33.33	Eldon Bryan	\$16.66
Diane Grubb	\$16.66	Terise Bryson	\$16.66
Libby Kirkland	\$33.33	Jason Crutcher	\$33.33
Candi Ntsimi	\$16.66	Alisa Jenkins	\$16.66
Jennifer Samuelson	\$16.66	William Miller	\$33.33
Charles Weigel	\$16.66	Dawn Rose	\$33.33
Judith Wood	\$33.33	Nathaniel Tallent	\$33.33
Sara Barnett	\$33.33	Emily Villareal	\$33.33

- The following staff members should be compensated **\$50.00** for participating in Fast Bridge Training on August 8, 2018 at PDI:

Sara Barnett	Merijha Branson
Amy Devenport	Kimberlee Decesaro
Taryn Diaz	Ashton Doty
Ann Downey	Macie Gillis
Heather Groves	Jennifer Kapchinske
Jill Keller	Sara Kelly
Roxann Kennedy	Glenna McKenzie
Tarika Mootrey	Alexandra Nichols
Michelle Nixon	Diane Orr
Tara Pitt	Melissa Prasun
Norma Ramos	Amanda Roberts
Anita Schwartz	Carl Williams
Natalie Click	Ashley Falk
Kayla Fleming	Rhonda Ganley
Tonya Kates	Rebekah Novak
Juanita Williams	Lacy Wood
Robert Winters	

- The following staff members should be compensated **\$50.00** for participating in Fast Bridge 4-8 Training on August 9, 2018 at PDI:

Kelly Bailey	Amanda Bodine
Kristine Boomer	Bobbi Clark
Carissa Craven	Jeanene Edrington
Vicki Elliott	Todd Garner
Matt Grossman	Michelle Houchins
Leslie Johnson	Sarah Jones
Kathryn Jostes	Sara Kennedy
Abby Martin	Tessa Meinders

Susan Niesman
 Gregory Smith
 Ashley Swanson
 Jennifer Thomas
 Leslie Woolsey
 Jennifer Hopkins
 Heather Herron
 Elizabeth Bartimus

Crystal Rora
 Tamara Stoneburg
 Jennifer Theis
 Stephen Wood
 Kevin Jones
 Kristina Sommer
 Karen Walker

- The following staff members should be compensated **\$50.00** for participating in Grades 2-3 6 Traits Writing Initial Implementation Training on June 14, 2018 at PDI:

Emily Kane
 Julie Ryan
 Sonya Long
 Ashley Lofland
 Britta Zucco
 Melissa Duff
 Tressa James
 Jessica Meier
 Jill Headrick
 Alycia Moery
 Kelly Allen-Smith
 Carrie Sager

Jill Robertson
 Maria Bohnsack
 Ashley Kitson
 Maria Wiggins
 Courtney Kerley
 Patty Elam
 Vanessa Kelson
 Stephanie Meis
 Brooke Taylor
 Colleen Veitengruber
 Sheree Park

- The following staff members should be compensated for participating in New Teacher Orientation Presenters on August 8, 2018 at PDI:

Jewel Grady	\$100.00
Traci Hayward	\$100.00
Ron Lybarger	\$100.00
Jennifer Morrow	\$100.00
Nichole Torbert	\$100.00
Molly Miller	\$150.00
Terri Ellis	\$100.00
Callie Stanley	\$150.00
Megan Holt	\$50.00
Julie Turner	\$200.00
Kelli Murray	\$150.00
Rhonda Cox	\$100.00
Jarry Brown	\$150.00
Mike Coziahr	\$100.00

Sarah Smith	\$50.00
Teri Moore	\$100.00
Lynnette Rotramel	\$150.00
Pamela Helm	\$50.00
Jill Hubbard	\$50.00
Erin Hargrove	\$50.00
Sharon Bird	\$100.00
Libby Kirkland	\$50.00
April Parpart	\$100.00
Kamie Meador	\$150.00
Mona Busch	\$50.00
Deb Harper	\$150.00
Jennifer Thomas	\$50.00
Audrey Bohannon	\$100.00

- The following staff members should be compensated **\$250.00** for participating in Testing Prep during Spring 2016-2017 at MacArthur:
 Cynthia Kraemer

- The following staff members should be compensated **\$50.00** for participating in CPr Refresher on July 17, 2018 at the IEA Office:

Bailey Cadieux	Amanda Wrigley
Harl Hillman	Gary Hoyland
Megan Hull	Shannen Ray
Abigail Jordan	April Parks
Ashlee Smith	Lynna Pack

- The following staff members should be compensated for participating in CPI Initial on July 30, 2018 at the IEA Office:

Teri Franklin	\$50.00	Lori Lilly	\$100.00
Lydia Henson	\$50.00	Brandy Sills	\$50.00

- The following staff members should be compensated **\$50.00** for participating in CPI Refresher on August 2, 2018 at Mt Zion Intermediate:

Zachary Anthony	Ashley Guntle
Thomas Donahue	Jacqueline LaJeune
Sean Flaherty	Tamara Stoneburg

- The following staff members should be compensated **\$50.00** for participating in CPI Refresher on August 6, 2018 at the IEA Office:

Taylor Berthard	Katie Jostes
Chelsea Brewer	Brittney Munos
Danyel Brinkmeyer	Becca Massey
Kaycee Enyart	Ashley Swanson

PRINCIPAL'S CONTRACT
Fiscal Year 2018-21

This Contract made and entered into this _____ day of _____ 2018 by and between the Board of Education of Decatur Public School District No.61, Decatur, Illinois (hereinafter "the Board") and Matthew Fraas, (hereinafter "the Principal"), ratified at the meeting of the Board held on August 6, 2018 as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Principal is hereby hired and retained from August 1, 2018, to June 30, 2021, as Principal – Middle School and assigned initially to Stephen Decatur. The Principal's work year shall be August 1, 2018 to June 30, 2019 in the initial year of this Contract and July 1 to June 30 in each subsequent year of this Contract.

2. Duties. The duties and responsibilities of the Principal shall be all those duties incident to the office of the Principal as set forth in the job description, a copy of which is attached as Exhibit A; those obligations imposed by the law of the State of Illinois upon a Principal – Middle School; and to perform such other duties normally performed by a Principal as from time to time may be assigned to the Principal by the Superintendent of Schools or the Board. The work day, work year, contract year and holidays and holiday pay for the Principal shall be as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

3. Salary. The Board shall set the Principal's salary. For the 2018-2019 fiscal year the amount of the Principal's salary shall be Ninety-Three Thousand Seven Hundred Twenty-One Dollars and 65/100 (**\$93,721.65**) prorated for 2018-2019 and One Hundred Two Thousand Three Hundred Eighty-Five Dollars and no/100 (**\$102,385.00**) per annum. For each subsequent year of the contract the Principal's salary shall be an amount to be determined before the beginning of each subsequent contract year, but in no case shall the salary be less than the amount paid during the previous contract year. The Principal hereby agrees to devote such time, skill, labor and attention to her employment during the term of this Contract, except as otherwise provided in this Contract, and to perform faithfully the duties of Principal for the school district and the Board as set forth in this Contract. The annual salary shall be paid in substantially equal installments in accordance with the policy of the Board governing payment of salary to other licensed members of the professional staff. Any adjustment in salary made during the life of this Contract shall be in the form of a Board approved amendment and shall become a part of this Contract. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new Contract with the Principal, nor that the termination date of this Contract has been in any way extended, unless so stated in the Board approved amendment.

4. Pension. In addition to the salary of the Principal as set forth hereinabove in paragraph 3, the Board shall pay 9.8901% of the salary set forth in paragraph 3 (or 9% deducted from the resulting gross. The resulting gross shall be computed by adding the salary in paragraph 3 to 9.8901% of the salary paragraph 3) as an employer paid pension contribution consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36.

Such payments shall be consideration for this contract, shall be creditable earnings for purposes of Teacher Retirement System pension calculations and Principal did not have the option of choosing to receive such amount directly instead of having such contribution paid by the employer to the Teacher Retirement System of the State of Illinois.

5. T.H.I.S. From and out of the salary and pension payments of the Principal as set forth hereinabove in paragraphs 3 and 4 the Board shall withhold any such amount as may be required by law, on behalf of the Principal to the Teacher Health Insurance Security Fund.

6. Academic Improvement and Student Performance Goals. This Contract is a performance-based Contract linked to student performance and academic improvement of the District. The Principal shall strive to meet the goals during the term of this Contract. The parties agree the goals and indicators are linked to student performance and academic improvement of the District.

Annually, the Principal, with the assistance of her administrative team, shall:

(a) evaluate student performance, which shall include, but not be limited to student performance on standardized tests, completion of the curriculum, attendance and dropout rates:

(b) review the curriculum and instructional services of the District as they impact her school; and

(c) report to the Board on her findings as to (i) student performance and (ii) recommendations, if any, for curriculum or instructional changes as a result of her evaluation of student performance.

In addition, the parties agree that in the initial year of this Contract, July 1, 2018, through June 30, 2019, the Principal shall develop goals to enhance student performance and academic achievement in his building as well as the indicators to measure same. The goals and indicators will be submitted to the Board not later than the January 2019 Board Meeting for discussion and approval.

7. Evaluation. Annually, but no later than March 1st of each year, the Assistant Superintendent or designee shall review with the Principal progress toward established goals and working relationships among the Superintendent, the District leadership team, other Principals, the faculty, the staff and the community, and shall consider the Principal's annual salary for the next subsequent year (if any). A summary of the evaluation will be provided to the Principal in writing within 30 days following the evaluation, pursuant to the District's evaluation plan for Administrators.

8. License. The Principal shall furnish to the Board during the term of this Contract, a valid and appropriate license to act as Principal in accordance with the laws of the State of Illinois and as directed by the Board.

9. Other Work. The Principal may undertake consultative work, speaking

engagements, writing, lecturing, college or university teaching, and other professional duties and obligations provided that these activities do not interfere with the effective performance of her duties as Principal. The Principal shall have the responsibility to inform the Superintendent of such outside activity in a timely fashion.

10. Discharge for Good Cause. Throughout the term of this Contract, the Principal shall be subject to discharge for good cause provided, however, that the Board shall not arbitrarily or capriciously call for dismissal and that the Principal shall have the right to service of written charges, notice of hearing and a hearing before the Board. If the Principal chooses to be accompanied by counsel at such a hearing, all such personal expenses shall be paid by the Principal. Failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

11. Termination by Contract. During the term of this Contract, the Board and Principal may mutually agree, in writing, to terminate this Contract. The termination and/or reclassification at the end of the term of this Contract shall be as provided by law.

12. Referrals to Principal. The Board collectively and individually and the Superintendent shall promptly refer all criticisms, complaints, and suggestions called to its/their attention to the Principal for study and recommendation.

13. Professional Activities. The Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, such costs of attendance shall be paid by the Board upon receipt of a full, itemized account of such costs.

14. Reimbursement for Use of Personal Car. The Board shall pay the Internal Revenue Service rate to the Principal for vouchered reimbursable mileage expenses incurred by the Principal while using the Principal's personal vehicle for the conduct of approved District business. Reimbursement shall be pursuant to the District's policies, rules and regulations.

15. Membership Dues. The Board shall pay the cost of the Principal's annual membership dues as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

16. Medical Insurance. The Principal shall be provided with medical insurance and medical insurance options as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

17. Life Insurance. The Principal shall be provided with life insurance as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

18. Vacation. The Principal shall be provided with vacation days as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

19. Sick Leave and Personal Leave. The Principal shall be provided with sick leave and personal leave days as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

20. Disability. Should the Principal be unable to perform the duties and obligations of this Contract, by reason of illness, accident or other cause beyond the Principal's control and such disability exists after the exhaustion of accumulated leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the salary stipulated. If such disability continues for sixty (60) days after the exhaustion of accumulated leave days (including FMLA) and vacation days during any school year, or if such disability is permanent, irreparable or of such nature as to make the performance of the Principal's duties impossible, the Board, at its option, may terminate this Contract, whereupon the respective duties, rights and obligations of the parties shall terminate. The Principal shall provide medical evidence of illness to the Board President upon request.

21. Criminal Records Check. Pursuant to 105 ILCS 5/10-21.9, Boards of Education are prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If the fingerprint-based criminal records check required by Illinois law is not completed at the time this Contract is signed, and any subsequent investigation or report reveals there has been such a conviction, this Contract shall immediately become null and void.

22. Residency. The Principal's residency within the boundaries of the District is being required at the time of her initial employment (this Contract) and shall be required during the entire term of his employment by the District.

23. Notice. Any notice required under this Contract shall be in writing and shall become effective on the day of mailing thereof by first class, registered or certified mail, postage prepaid, addressed:

To the Board:
President, Board of Education
Decatur School District No. 61
Keil Administrative Center
101 W. Cerro Gordo Street
Decatur, Illinois 62523

To the Principal:
Matthew Fraas
last known address

24. Headings. Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between any such headings or numbers and the text of this Contract, the text shall control.

25. Contract Extension. At the end of any year of this Contract, the Board and Principal may mutually agree to extend the employment of the Principal for a multi-year period of up to five (5) years. In such event, the Board shall take specific action to discontinue this Contract and enter into a multi-year Contract of Employment as allowed by law. Notwithstanding the foregoing, prior to April 1 of the year in which this Contract expires, the Board shall take action

to extend or not to extend the terms of this Contract for one additional year, and shall notify the Principal in writing of such action. Failure of the Board to take such action shall extend this Contract for one (1) additional year.

26. Copies of Contract. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

27. Severability. It is understood and agreed by the parties that if any part, term, or provision of this Contract is held by the courts to be illegal or in conflict with any law of the State of Illinois, the validity of remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Contract did not contain the particular part, term, or provision held to be invalid.

28. Jurisdiction. This Contract has been executed in the State of Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

29. Complete Understanding. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and communications between the parties, whether oral or written.

30. Relevant Law. This Contract is authorized under the provisions of 105 ILCS 5/10-23.8a.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names; and in the case of the Board, by its President and attested to by its Secretary, on the day and year first above written.

Principal

**Board of Education
Decatur Public
School District No.61**

By: _____
President

ATTEST:

Secretary

PRINCIPAL'S CONTRACT
Fiscal Year 2018-21

This Contract made and entered into this _____ day of _____ 2018 by and between the Board of Education of Decatur Public School District No.61, Decatur, Illinois (hereinafter "the Board") and Mary Brady, (hereinafter "the Principal"), ratified at the meeting of the Board held on March 27, 2018 as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Principal is hereby hired and retained from July 1, 2018, to June 30, 2021, as Principal - Elementary.

2. Duties. The duties and responsibilities of the Principal shall be all those duties incident to the office of the Principal as set forth in the job description, a copy of which is attached as Exhibit A; those obligations imposed by the law of the State of Illinois upon a Principal - Elementary; and to perform such other duties normally performed by a Principal as from time to time may be assigned to the Principal by the Superintendent of Schools or the Board. The work day, work year, contract year and holidays and holiday pay for the Principal shall be as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

3. Salary. The Board shall set the Principal's salary. For the 2018-2019 fiscal year the amount of the Principal's salary shall be Eighty Thousand One Hundred Four Dollars and 11/100 (**\$80,104.11**) prorated for 2018-2019 and Eighty-One Thousand Nine Hundred Sixty-Seven Dollars and no/100 (**\$81,967.00.00**) per annum and for each subsequent year of the contract an amount to be determined before the beginning of each subsequent contract year, but in no case shall the salary be less than the amount paid during the previous contract year. The Principal hereby agrees to devote such time, skill, labor and attention to her employment during the term of this Contract, except as otherwise provided in this Contract, and to perform faithfully the duties of Principal for the school district and the Board as set forth in this Contract. The annual salary shall be paid in substantially equal installments in accordance with the policy of the Board governing payment of salary to other licensed members of the professional staff. Any adjustment in salary made during the life of this Contract shall be in the form of a Board approved amendment and shall become a part of this Contract. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new Contract with the Principal, nor that the termination date of this Contract has been in any way extended, unless so stated in the Board approved amendment.

4. Pension. In addition to the salary of the Principal as set forth hereinabove in paragraph 3, the Board shall pay 9.8901% of the salary set forth in paragraph 3 (or 9% deducted from the resulting gross. The resulting gross shall be computed by adding the salary in paragraph 3 to 9.8901% of the salary paragraph 3) as an employer paid pension contribution consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36. Such payments shall be consideration for this contract, shall be creditable earnings for purposes of Teacher Retirement System pension calculations and Principal did not have the option of choosing

to receive such amount directly instead of having such contribution paid by the employer to the Teacher Retirement System of the State of Illinois.

5. T.H.I.S. From and out of the salary and pension payments of the Principal as set forth hereinabove in paragraphs 3 and 4 the Board shall withhold any such amount as may be required by law, on behalf of the Principal to the Teacher Health Insurance Security Fund.

6. Academic Improvement and Student Performance Goals. This Contract is a performance-based Contract linked to student performance and academic improvement of the District. The Principal shall strive to meet the goals during the term of this Contract. The parties agree the goals and indicators are linked to student performance and academic improvement of the District.

Annually, the Principal, with the assistance of her administrative team, shall:

(a) evaluate student performance, which shall include, but not be limited to student performance on standardized tests, completion of the curriculum, attendance and dropout rates:

(b) review the curriculum and instructional services of the District as they impact her school; and

(c) report to the Board on her findings as to (i) student performance and (ii) recommendations, if any, for curriculum or instructional changes as a result of her evaluation of student performance.

In addition, the parties agree that in the initial year of this Contract, July 1, 2018, through June 30, 2019, the Principal shall develop goals to enhance student performance and academic achievement in her building as well as the indicators to measure same. The goals and indicators will be submitted to the Board not later than the January 2019 Board Meeting for discussion and approval.

7. Evaluation. Annually, but no later than March 1st of each year, the Assistant Superintendent or designee shall review with the Principal's progress toward established goals and working relationships among the Superintendent, the District leadership team, other Principals, the faculty, the staff and the community, and shall consider the Principal's annual salary for the next subsequent year (if any). A summary of the evaluation will be provided to the Principal in writing within 30 days following the evaluation, pursuant to the District's evaluation plan for Administrators.

8. License. The Principal shall furnish to the Board during the term of this Contract, a valid and appropriate license to act as Principal in accordance with the laws of the State of Illinois and as directed by the Board.

9. Other Work. The Principal may undertake consultative work, speaking engagements, writing, lecturing, college or university teaching, and other professional duties and obligations provided that these activities do not interfere with the effective performance of her

duties as Principal. The Principal shall have the responsibility to inform the Superintendent of such outside activity in a timely fashion.

10. Discharge for Good Cause. Throughout the term of this Contract, the Principal shall be subject to discharge for good cause provided, however, that the Board shall not arbitrarily or capriciously call for dismissal and that the Principal shall have the right to service of written charges, notice of hearing and a hearing before the Board. If the Principal chooses to be accompanied by counsel at such a hearing, all such personal expenses shall be paid by the Principal. Failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

11. Termination by Contract. During the term of this Contract, the Board and Principal may mutually agree, in writing, to terminate this Contract. The termination and/or reclassification at the end of the term of this Contract shall be as provided by law.

12. Referrals to Principal. The Board collectively and individually and the Superintendent shall promptly refer all criticisms, complaints, and suggestions called to its/their attention to the Principal for study and recommendation.

13. Professional Activities. The Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, such costs of attendance shall be paid by the Board upon receipt of a full, itemized account of such costs.

14. Reimbursement for Use of Personal Car. The Board shall pay the Internal Revenue Service rate to the Principal for vouchered reimbursable mileage expenses incurred by the Principal while using the Principal's personal vehicle for the conduct of approved District business. Reimbursement shall be pursuant to the District's policies, rules and regulations.

15. Membership Dues. The Board shall pay the cost of the Principal's annual membership dues as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

16. Medical Insurance. The Principal shall be provided with medical insurance and medical insurance options as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

17. Life Insurance. The Principal shall be provided with life insurance as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

18. Vacation. The Principal shall be provided with vacation days as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

19. Sick Leave and Personal Leave. The Principal shall be provided with sick leave and personal leave days as provided in the document entitled Administrator and Administrative

Support Staff Compensation and Benefits (December 16, 2016).

20. Disability. Should the Principal be unable to perform the duties and obligations of this Contract, by reason of illness, accident or other cause beyond the Principal's control and such disability exists after the exhaustion of accumulated leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the salary stipulated. If such disability continues for sixty (60) days after the exhaustion of accumulated leave days (including FMLA) and vacation days during any school year, or if such disability is permanent, irreparable or of such nature as to make the performance of the Principal's duties impossible, the Board, at its option, may terminate this Contract, whereupon the respective duties, rights and obligations of the parties shall terminate. The Principal shall provide medical evidence of illness to the Board President upon request.

21. Criminal Records Check. Pursuant to 105 ILCS 5/10-21.9, Boards of Education are prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If the fingerprint-based criminal records check required by Illinois law is not completed at the time this Contract is signed, and any subsequent investigation or report reveals there has been such a conviction, this Contract shall immediately become null and void.

22. Residency. The Principal's residency within the boundaries of the District is being required at the time of her initial employment (this Contract) and shall be required during the entire term of her employment by the District.

23. Notice. Any notice required under this Contract shall be in writing and shall become effective on the day of mailing thereof by first class, registered or certified mail, postage prepaid, addressed:

To the Board:
President, Board of Education
Decatur School District No. 61
Keil Administrative Center
101 W. Cerro Gordo Street
Decatur, Illinois 62523

To the Principal:
Mary Brady
last known address

24. Headings. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this Contract, the text shall control.

25. Contract Extension. At the end of any year of this Contract, the Board and Principal may mutually agree to extend the employment of the Principal for a multi-year period of up to five (5) years. In such event, the Board shall take specific action to discontinue this Contract and enter into a multi-year Contract of Employment as allowed by law. Notwithstanding the foregoing, prior to March 1 of the year in which this Contract expires, the Board shall take action to extend or not to extend the terms of this Contract for one additional year, and shall notify the

Principal in writing of such action. Failure of the Board to take such action shall extend this Contract for one (1) additional year.

26. Copies of Contract. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

27. Severability. It is understood and agreed by the parties that if any part, term, or provision of this Contract is held by the courts to be illegal or in conflict with any law of the State of Illinois, the validity of remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Contract did not contain the particular part, term, or provision held to be invalid.

28. Jurisdiction. This Contract has been executed in the State of Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

29. Complete Understanding. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and communications between the parties, whether oral or written.

30. Relevant Law. This Contract is authorized under the provisions of 105 ILCS 5/10-23.8a.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names; and in the case of the Board, by its President and attested to by its Secretary, on the day and year first above written.

Principal

**Board of Education
Decatur Public
School District No.61**

By: _____
President

ATTEST:

Secretary

ASSISTANT PRINCIPAL'S CONTRACT

Fiscal Year 2018-19

This Contract made and entered into this day of August 2018 by and between the Board of Education of Decatur Public School District No.61, Decatur, Illinois (hereinafter "the Board") and Stacy Witts, (hereinafter "the Assistant Principal"), ratified at the meeting of the Board held on August 14, 2018 as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Principal is hereby hired and retained from August 13, 2018 to June 30, 2019, as Assistant Principal and assigned initially to Pershing Early Learning Center. The Assistant Principal's work year shall be July 30, 2018 to July 1, 2019 in the initial year of this Contract and July 1 to June 30 in each subsequent year (if any) of this Contract.

2. Duties. The duties and responsibilities of the Assistant Principal shall be all those duties incident to the office of the Assistant Principal as set forth in the job description, a copy of which is attached as Exhibit A; those obligations imposed by the law of the State of Illinois upon a Assistant Principal; and to perform such other duties normally performed by a Assistant Principal as from time to time may be assigned to the Assistant Principal by the Superintendent of Schools or the Board. The work day, work year, contract year and holidays and holiday pay for the Assistant Principal shall be as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

3. Salary. The Board shall set the Assistant Principal's salary. For the 2018-19 year the amount of the Assistant Principal's salary shall be Fifty-Five Thousand Seven Hundred Ten Dollars and 62/100 (\$55,710.62) prorated for 2018-2019 salary from an annual rate of Fifty-Eight Thousand Seven Hundred Twenty-Two Dollars and no/100 (\$58,722.00) per annum. The Assistant Principal hereby agrees to devote such time, skill, labor and attention to her employment, during the term of this Contract, except as otherwise provided in this Contract, and to perform faithfully the duties of Assistant Principal for the school district and the Board as set forth in this Contract. The annual salary shall be paid in substantially equal installments in accordance with the policy of the Board governing payment of salary to other licensed members of the professional staff. Any adjustment in salary made during the life of this Contract shall be in the form of an approved amendment motion and shall become a part of this Contract. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new Contract with the Assistant Principal, nor that the termination date of this Contract has been in any way extended unless so stated in the Board motion.

4. Pension. In addition to the salary of the Assistant Principal as set forth hereinabove in paragraph 3, the Board shall pay 9.8901% of the salary set forth in paragraph 3 (or 9% deducted from the resulting gross. The resulting gross shall be computed by adding the salary in paragraph 3 to 9.8901% of the salary paragraph 3) as an employer paid pension contribution consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36. Such payments shall be consideration for this contract, shall be creditable earnings for purposes of Teacher Retirement System pension calculations and Assistant Principal did not have the option of choosing to receive such amount directly instead of having such contribution paid by the employer to the Teacher Retirement System of the State of Illinois.

5. T.H.I.S. From and out of the salary and pension payments of the Assistant Principal as set forth hereinabove in paragraphs 3 and 4 the Board shall withhold any such amount as may be required by

law, on behalf of the Assistant Principal to the Teacher Health Insurance Security Fund.

6. Evaluation. Annually, but no later than March 1st of each year, the Superintendent or designee shall review with the Assistant Principal progress toward established goals and working relationships among the Assistant Superintendent, the Superintendent, the District Leadership Team, the faculty, the staff and the community, and shall consider the Assistant Principal's continued employment and annual salary for the next subsequent year (if any). A summary of the evaluation will be provided to the Assistant Principal in writing within 30 days following the evaluation pursuant to the district's evaluation plan for administrators.

7. License. The Assistant Principal shall furnish to the Board during the term of this Contract, a valid and appropriate license to act as Assistant Principal in accordance with the laws of the State of Illinois and as directed by the Board.

8. Other Work. The Assistant Principal may undertake consultative work, speaking engagements, writing, lecturing, college or university teaching, and other professional duties and obligations provided that these activities do not interfere with the effective performance of her duties as Assistant Principal. The Assistant Principal shall have the responsibility to inform the Superintendent of such outside activity in a timely fashion.

9. Discharge for Good Cause. Throughout the term of this Contract, the Assistant Principal shall be subject to discharge for good cause provided, however, that the Board shall not arbitrarily or capriciously call for dismissal and that the Assistant Principal shall have the right to service of written charges, notice of hearing and a hearing before the Board. If the Assistant Principal chooses to be accompanied by counsel at such a hearing, all such personal expenses shall be paid by the Assistant Principal. Failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

10. Termination by Contract. During the term of this Contract, the Board and Assistant Principal may mutually agree, in writing, to terminate this Contract. The termination and/or reclassification at the end of the term of this Contract shall be as provided by law.

11. Referrals to Assistant Principal. The Board collectively and individually and the Superintendent shall promptly refer all criticisms, complaints, and suggestions called to its/their attention to the Assistant Principal for study and recommendation.

12. Professional Activities. The Assistant Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, such costs of attendance shall be paid by the Board upon receipt of a full, itemized account of such costs.

13. Reimbursement for Use of Personal Car. The Board shall pay the Internal Revenue Service rate to the Assistant Principal for vouchered reimbursable mileage expenses incurred by the Assistant Principal while using the Assistant Principal's personal vehicle for the conduct of approved District business. Reimbursement shall be pursuant to the District's policies, rules and regulations.

14. Membership Dues. The Board shall pay the cost of Assistant Principal's annual membership dues as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

15. Medical Insurance. Assistant Principal shall be provided with medical insurance and medical insurance options as provided in the document entitled Administrator and Administrative Support

Staff Compensation and Benefits (December 16, 2016).

16. Life Insurance. Assistant Principal shall be provided with life insurance as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

17. Vacation. Assistant Principal shall be provided with vacation days as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

18. Sick Leave and Personal Leave. Assistant Principal shall be provided with sick leave and personal leave days as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

19. Disability. Should the Assistant Principal be unable to perform the duties and obligations of this Contract, by reason of illness, accident or other cause beyond the Assistant Principal's control and such disability exists after the exhaustion of accumulated leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the salary stipulated. If such disability continues for sixty (60) days after the exhaustion of accumulated leave days (including FMLA) and vacation days during any school year, or if such disability is permanent, irreparable or of such nature as to make the performance of the Assistant Principal's duties impossible, the Board, at its option, may terminate this Contract, whereupon the respective duties, rights and obligations of the parties shall terminate. The Assistant Principal shall provide medical evidence of illness to the Board President upon request.

20. Criminal Records Check. Pursuant to 105 ILCS 5/10-21.9, Boards of Education are prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If the fingerprint-based criminal records check required by Illinois law is not completed at the time this Contract is signed, and any subsequent investigation or report reveals there has been such a conviction, this Contract shall immediately become null and void.

21. Notice. Any notice required under this Contract shall be in writing and shall become effective on the day of mailing thereof by first class, registered or certified mail, postage prepaid, addressed:

To the Board:
President, Board of Education
Decatur School District No. 61
Keil Administrative Center
101 W. Cerro Gordo Street
Decatur, Illinois 62523

To the Assistant Principal:
Stacy Witts
last known address

22. Headings. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this Contract, the text shall control.

23. Contract Extension. At the end of any year of this Contract, the Board and Assistant Principal may mutually agree to extend the employment of the Assistant Principal for a multi-year period of up to five (5) years. In such event, the Board shall take specific action to discontinue this Contract and enter into a multi-year Contract of Employment as allowed by law. Notwithstanding the foregoing, prior to April 1 of the year in which this Contract expires, the Board shall take action to extend or not to extend the

terms of this Contract for one additional year, and shall notify the Assistant Principal in writing of such action. Failure of the Board to take such action shall extend this Contract for one (1) additional year.

24. Copies of Contract. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

25. Severability. It is understood and agreed by the parties that if any part, term, or provision of this Contract is held by the courts to be illegal or in conflict with any law of the State of Illinois, the validity of remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Contract did not contain the particular part, term, or provision held to be invalid.

26. Jurisdiction. This Contract has been executed in the State of Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

27. Complete Understanding. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and communications between the parties, whether oral or written.

28. Relevant Law. This Contract is authorized under the provisions of 105 ILCS 5/10-23.8a.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names; and in the case of the Board, by its President and attested to by its Secretary, on the day and year first above written.

Assistant Principal

**Board of Education
Decatur Public
School District No.61**

By: _____
President

ATTEST:

Secretary

SPECIAL EDUCATION ADMINISTRATOR'S CONTRACT

Fiscal Year 2018-19

This Contract made and entered into this day of August 2018 by and between the Board of Education of Decatur Public School District No.61, Decatur, Illinois (hereinafter "the Board") and Arthur Byczynski, (hereinafter "the Special Education Administrator"), ratified at the meeting of the Board held on August 6, 2018 as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Education Administrator is hereby hired and retained from July 30, 2018 to June 30, 2019, as Special Education Administrator and assigned initially to Pershing Early Learning Center.

2. Duties. The duties and responsibilities of the Special Education Administrator shall be all those duties incident to the office of the Special Education Administrator as set forth in the job description, a copy of which is attached as Exhibit A; those obligations imposed by the law of the State of Illinois upon a Special Education Administrator; and to perform such other duties normally performed by a Special Education Administrator as from time to time may be assigned to the Special Education Administrator by the Director of Special Education, Superintendent of Schools or the Board. The work day, work year, contract year and holidays and holiday pay for the Special Education Administrator shall be as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

3. Salary. The Board shall set the Special Education Administrator's salary. For the 2018-19 year the amount of the Special Education Administrator's salary shall be Sixty-Eight Thousand Seven Hundred Twenty-Eight Dollars and no/100 (\$68,728.00) per annum. The Special Education Administrator hereby agrees to devote such time, skill, labor and attention to his employment, during the term of this Contract, except as otherwise provided in this Contract, and to perform faithfully the duties of Special Education Administrator for the school district and the Board as set forth in this Contract. The annual salary shall be paid in substantially equal installments in accordance with the policy of the Board governing payment of salary to other licensed members of the professional staff. Any adjustment in salary made during the life of this Contract shall be in the form of a written amendment approved by the Board and shall become a part of this Contract. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new Contract with the Special Education Administrator, nor that the termination date of this Contract has been in any way extended unless so stated in the Board motion.

4. Pension. In addition to the salary of the Special Education Administrator as set forth hereinabove in paragraph 3, the Board shall pay 9.8901% of the salary set forth in paragraph 3 (or 9% deducted from the resulting gross. The resulting gross shall be computed by adding the salary in paragraph 3 to 9.8901% of the salary paragraph 3) as an employer paid pension contribution consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36. Such payments shall be consideration for this Contract, shall be creditable earnings for purposes of Teacher Retirement System pension calculations and Special Education Administrator did not have the option of choosing to receive such amount directly instead of having such contribution paid by the employer to the Teacher Retirement System of the State of Illinois.

5. T.H.I.S. From and out of the salary and pension payments of the Special Education Administrator as set forth hereinabove in paragraphs 3 and 4 the Board shall withhold any such amount as may be required by law, on behalf of the Special Education Administrator to the Teacher Health Insurance

Security Fund.

6. Evaluation. Annually, but no later than March 1st of each year, the Director of Special Education shall review with the Special Education Administrator progress toward established goals and working relationships among the Director of Special Education, Superintendent, the District Leadership Team, the faculty, the staff and the community, and shall consider the Special Education Administrator's continued employment and annual salary for the next subsequent year (if any). A summary of the evaluation will be provided to the Special Education Administrator in writing within 30 days following the evaluation pursuant to the district's evaluation plan for administrators.

7. License. The Special Education Administrator shall furnish to the Board during the term of this Contract, a valid and appropriate license to act as Special Education Administrator in accordance with the laws of the State of Illinois and as directed by the Board.

8. Other Work. The Special Education Administrator may undertake consultative work, speaking engagements, writing, lecturing, college or university teaching, and other professional duties and obligations provided that these activities do not interfere with the effective performance of his duties as Special Education Administrator. The Special Education Administrator shall have the responsibility to inform the Director of Special Education and the Superintendent of such outside activity in a timely fashion.

9. Discharge for Good Cause. Throughout the term of this Contract, the Special Education Administrator shall be subject to discharge for good cause provided, however, that the Board shall not arbitrarily or capriciously call for dismissal and that the Special Education Administrator shall have the right to service of written charges, notice of hearing and a hearing before the Board. If the Special Education Administrator chooses to be accompanied by counsel at such a hearing, all such personal expenses shall be paid by the Special Education Administrator. Failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

10. Termination by Contract. During the term of this Contract, the Board and Special Education Administrator may mutually agree, in writing, to terminate this Contract. The termination at the end of the term of this Contract shall be as provided by law.

11. Referrals to Special Education Administrator. The Board collectively and individually and the Superintendent shall promptly refer all criticisms, complaints, and suggestions called to its/their attention to the Special Education Administrator for study and recommendation.

12. Professional Activities. The Special Education Administrator shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, such costs of attendance shall be paid by the Board upon receipt of a full, itemized account of such costs.

13. Reimbursement for Use of Personal Car. The Board shall pay the Internal Revenue Service rate to the Special Education Administrator for vouchered reimbursable mileage expenses incurred by the Special Education Administrator while using the Special Education Administrator's personal vehicle for the conduct of approved District business. Reimbursement shall be pursuant to the District's policies, rules and regulations.

14. Membership Dues. The Board shall pay the cost of Special Education Administrator's annual membership dues as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

15. Medical Insurance. Special Education Administrator shall be provided with medical

insurance and medical insurance options as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

16. Life Insurance. Special Education Administrator shall be provided with life insurance as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

17. Vacation. Special Education Administrator shall be provided with vacation days as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

18. Sick Leave and Personal Leave. Special Education Administrator shall be provided with sick leave and personal leave days as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (December 16, 2016).

19. Disability. Should the Special Education Administrator be unable to perform the duties and obligations of this Contract, by reason of illness, accident or other cause beyond the Special Education Administrator's control and such disability exists after the exhaustion of accumulated leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the salary stipulated. If such disability continues for sixty (60) days after the exhaustion of accumulated leave days (including FMLA) and vacation days during any school year, or if such disability is permanent, irreparable or of such nature as to make the performance of the Special Education Administrator's duties impossible, the Board, at its option, may terminate this Contract, whereupon the respective duties, rights and obligations of the parties shall terminate. The Special Education Administrator shall provide medical evidence of illness to the Board President upon request.

20. Criminal Records Check. Pursuant to 105 ILCS 5/10-21.9, Boards of Education are prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If the fingerprint-based criminal records check required by Illinois law is not completed at the time this Contract is signed, and any subsequent investigation or report reveals there has been such a conviction, this Contract shall immediately become null and void.

21. Notice. Any notice required under this Contract shall be in writing and shall become effective on the day of mailing thereof by first class, registered or certified mail, postage prepaid, addressed:

To the Board:
President, Board of Education
Decatur School District No. 61
Keil Administrative Center
101 W. Cerro Gordo Street
Decatur, Illinois 62523

To the Special Education Administrator:
Arthur Byczynski
last known address

22. Headings. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this Contract, the text shall control.

23. Contract Extension. At the end of any year of this Contract, the Board and Special Education Administrator may mutually agree to extend the employment of the Special Education Administrator for a multi-year period of up to five (5) years. In such event, the Board shall take specific action to discontinue this Contract and enter into a multi-year Contract of Employment as allowed by law. Notwithstanding the foregoing, prior to April 1 of the year in which this Contract expires, the Board shall

take action to extend or not to extend the terms of this Contract for one additional year, and shall notify the Special Education Administrator in writing of such action. Failure of the Board to take such action shall extend this Contract for one (1) additional year.

24. Copies of Contract. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

25. Severability. It is understood and agreed by the parties that if any part, term, or provision of this Contract is held by the courts to be illegal or in conflict with any law of the State of Illinois, the validity of remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Contract did not contain the particular part, term, or provision held to be invalid.

26. Jurisdiction. This Contract has been executed in the State of Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

27. Complete Understanding. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and communications between the parties, whether oral or written.

28. Relevant Law. This Contract is authorized under the provisions of 105 ILCS 5/10-23.8a.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names; and in the case of the Board, by its President and attested to by its Secretary, on the day and year first above written.

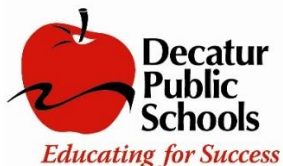
Special Education Administrator

**Board of Education
Decatur Public
School District No.61**

By: _____
President

ATTEST:

Secretary



Board of Education Decatur Public School District #61

Date: August 28, 2018	Subject: Administrative Recommendation
Initiated By: Deanne Hillman, Director of Human Resources	Attachment: Administrative Recommendation for Maurice Payne, Director of Information Technology, IT
Reviewed By: Dr Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

Maurice Payne has a Bachelor's degree in Industrial Computer Systems from Illinois State University, Bloomington, IL.

Maurice has been a Business Analyst at Soy Capital Bank and Trust, Decatur, IL since 2017. He was previously a Business Analyst at Aon Hewitt, Lincolnshire, IL from 2007-2017. He was also a Setup Configuration Analyst at Aon Hewitt, Lincolnshire, IL from 2005-2007.

CURRENT CONSIDERATIONS:

The interview team respectfully recommends Maurice Payne as the Director of Information Technology at IT.

FINANCIAL CONSIDERATIONS:

This position is in the appropriate budget.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the Administrative Recommendation for the Director of Information Technology at IT as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

SEPARATION AGREEMENT

This Agreement, entered into this ____ day of _____, 2018, by and between the Board of Education of Decatur Public School District No. 61 (“the Board” or “District”) and Jim Altig (“Altig”) (and collectively “the parties”);

W I T N E S S E T H :

WHEREAS, Altig has been employed by the Board as a Director of Technology at all times relevant hereto; and

WHEREAS, the parties have reached mutually acceptable terms regarding the separation of employment of Altig and all other matters between them, and wish to memorialize the same herein.

NOW, THEREFORE, in consideration of the premises and the mutual promises, covenants, and agreements contained herein, and for other valuable consideration, the receipt and sufficiency is hereby acknowledged, the parties agree as follows:

1. **Incorporation of Recitals.** The parties hereby find that all of the recitals contained in the preambles to this Agreement are full, true and correct and do incorporate them into this Agreement by this reference.

2. **Payment to Altig.**

a. **Payment.** In consideration for his immediate, irrevocable, and unconditional resignation effective at the end of the day on June 30, 2019 and the releases described hereinbelow in paragraphs 3 and 4, District agrees to pay to Altig during 2018-2019 the total sum of one year’s salary equivalent to the annual salary for which he was contracted for the 2017-2018 school year, less standard deductions, state and federal taxes, and withholdings as may be appropriate or required by law. The effect is to pay Altig his regular salary for 2018-

2019, but he will not be required to work. Such payments shall occur by regular payroll, and will be paid in substantially equal installments on regular pay days throughout the 2018-2019 school year.

b. **Health Insurance.** In further consideration for his immediate, irrevocable, and unconditional resignation and release effective at the end of the day on June 30, 2019 and the releases described hereinbelow in paragraphs 3 and 4, the Board shall continue to pay, on behalf of Altig, the Board's ordinary family insurance contributions through June 30, 2019.

3. **Release of Board by Altig.** Altig hereby agrees to and does for himself and his heirs, executors, administrators, successors and assigns, and each of them, release, remit, remise, acquit and forever discharge the Board, its members (past, present and future), and its employees, agents, successors and assigns, and Decatur Public School District No. 61, from any and all matters of action and causes of action, debts, dues, damages, liabilities, costs, claims, controversies, demands, torts, contracts, agreements, guarantees, indebtedness, obligations, expenses, accountings, warranties and choses in action, in law or in equity, including grievances or unfair labor practices and of every nature and description whatsoever by reason of or in respect to any act, cause, matter, omission, right, duty, injury or thing that may have or has arisen between the parties at any time prior to the execution of this Agreement, including anything which may have arisen out of the relationship of Altig and Decatur Public School District No. 61 due to employment, work, employment relationship, relationship as a parent with a child at the school, community member, taxpayer or any other relationship, whether known or unknown, suspected or unsuspected, latent or patent, which he has or has at any time heretofore owned or held against the aforesaid parties or Board and including but not limited to:

(a) Any claim, action, cause of action or liability arising under the Civil Rights Act of 1964, as amended, the Illinois Human Rights Act or any or all other federal, state or municipal employment discrimination statute, regulation or ordinance (including but not limited to those claims based upon gender, race, religion, national origin, handicap, disability or retaliation); and

(b) Any claim, action, cause of action or liability arising under any other federal, state or local statute, law, ordinance or regulation.

This agreement shall be enforceable against the Board in the event of breach by the Board.

4. **Waiver of ADEA Claims.** In separate consideration of Altig's knowing and voluntary waiver of rights under the Age Discrimination in Employment Act (ADEA) as set forth in paragraph 3 hereof, the Board shall pay to Altig the total sum of one hundred and 00/100 dollars (\$100.00), the value, receipt, and sufficiency of which is hereby acknowledged and accepted, upon the next regularly occurring payroll after the expiration of forty-five (45) days following complete execution of this Agreement.

5. **No Admission.** It is understood that this Agreement is the compromise of the disputed claims and that the undertakings and agreements set forth herein are not to be construed as an admission of liability or wrongdoing by or on the part of the Board or by Altig both of whom expressly deny liability or wrongdoing of any kind.

6. **Non-disclosure.** Altig agrees not to discuss or disclose the terms of this Agreement or any other matter regarding his employment with or experience with the District except as may be required by law. Altig agrees that disparagement of the District shall subject him to liability for repayment of damages set forth hereinabove in paragraph 2.b. to the District,

but shall otherwise leave the remainder of the Agreement, including the waivers set forth in paragraph 3 and 4, enforceable and intact.

7. **Data Integrity.** Altig does hereby acknowledge that all data is owned by the District, and that its integrity is critical to the operation of the District. In the event Altig does through willful and wanton or intentional conduct, cause damage to the integrity of data or security on the District's computers, network, drives or servers, Altig will forfeit any payments owed under this agreement, leaving waivers set forth hereinabove in paragraphs 3 and 4 enforceable and intact. Additionally, Altig will immediately become liable for the costs of any damages caused by his conduct, as well as the costs of resolving such damages and restoring the integrity of the data and security of the District's computers, network, drives and servers.

8. **Unemployment Compensation.** Altig shall not apply for, and agrees that he is not eligible for unemployment compensation until after June 30, 2019. The District will not contest an unemployment claim made by Altig on or after July 1, 2019.

9. **Illinois Municipal Retirement Fund (I.M.R.F).** Altig's termination date for purposes of this Agreement is the end of the day June 30, 2019 and his employment by the District shall end at that time without any further notice to Altig.

10. **Resignation.** Altig's resignation pursuant hereto shall be effective with his execution of this Agreement without further documentation.

11. **Performance of Work.** Altig shall go home and shall not perform any work for the District after his execution of this Agreement.

12. **No Precedent.** This Agreement shall not establish a precedent of any kind as to any issue addressed herein and shall be disregarded as guidance for future disagreements of similar nature or kind.

13. **Making of this Agreement.** Each of the parties hereto has entered into this Agreement as their free and voluntary act. Each of the parties hereto have had the advice and benefit of counsel or representation, or the opportunity to seek the same, in making this Agreement, and know and fully understand the terms of this Agreement.

14. **Execution.** This Agreement may be executed in counterparts, and any party hereto may sign any counterpart. The Agreement shall be effective when each party hereto shall have signed a counterpart and a set of counterparts bearing the signatures of each party hereto shall constitute the Agreement as fully as if all the parties have signed a single document.

15. **Entirety of Agreement.** This Agreement constitutes the whole and entire Agreement between the parties. No prior agreement, negotiations, relationships, understanding, course of dealing, or usage forms any part of this Agreement.

16. **Applicable Law.** This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

17. **Paragraph Headings.** Paragraph headings have been inserted for convenience and reference only, and if there shall be any conflict between such headings and the text of the Agreement, the text shall control.

18. **Duplicate Originals.** This Agreement may be executed in one (1) or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

19. **Mutual Intent.** The language contained herein expresses the mutual intent of the parties and no rule of strict construction shall be applied against either party to this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Settlement Agreement to be executed on this ____ day of _____, 2018.

Jim Altig

**BOARD OF EDUCATION
DECATUR PUBLIC
SCHOOL DISTRICT NO. 61**

By: _____
President

ATTEST:

Secretary

August 16, 2018

Mr. James Altig
231 N. Macon Street
Latham, IL 62543

Dear Mr. Altig:

Before you can execute the release contained in the attached Agreement you must do it knowingly and voluntarily and be aware of your rights under the Age Discrimination in Employment Act (ADEA). If you do not understand any of the terms or conditions of the Agreement or Release contained in it, or if you have any questions, please feel free to contact me. In addition, I recommend and advise that you consult your attorney before signing.

Before you sign the Agreement and Release, the law requires that you be given twenty-one (21) days to consider the Release. After you sign the Release, you have a period of seven (7) days following the execution of the Release to change your mind and revoke the Release. After a period of seven (7) days following the execution of the Release, if you do not revoke the Release, the Release will have full force and effect.

The law also requires that in any settlement agreement in which you waive your rights and claims under the ADEA against the District, that you do so only in exchange for a consideration in addition to anything of value that you are already entitled to receive. The payments provided for in the Agreement and other performance by the Board is the additional consideration required by law.

The Release provides that you waive any and all claims under the ADEA that you have against the District and its Board of Education, up to and including the date of release. These are the terms of the Release of your ADEA claim. This Release will not affect any of your other rights.

Sincerely,

BOARD OF EDUCATION OF
DECATUR PUBLIC
SCHOOL DISTRICT NO. 61

By: _____
President of the Board

Macintosh HD:Users:djbraun:Desktop:MTBFM Work Product:Severance Agreements:Decatur--Altig--Separation and Release.doc

Dr. Paul Fregeau, Superintendent • 217-362-3010
PFregeau@dps61.org

August 16, 2018

Dear Jim,

Per the agreement reached between the parties regarding your resignation, separation and releases provided, upon full execution of the Settlement Agreement and Release by the signatory parties, the employer has agreed to remove from your personnel file any disciplinary letters and your most recent evaluation.

At the time of your separation from the school district (June 30, 2019) you shall be entitled to pay for unused accumulated vacation time. At the time of the execution of the Settlement Agreement and Release, you had **fifteen** (15) vacation days. You will not be required to use those days between now and the effective date of your resignation, and shall be paid per diem for them on the next pay date after June 30, 2019.

Respectfully Submitted,

Paul Fregeau Ed.D.
Superintendent
Decatur Public Schools

cc: Legal Counsel
Personnel File